

**THE EARNINGS GAP BY OCCUPATION AND EDUCATIONAL ATTAINMENT:  
FINDINGS FROM CENSUS 2000**

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For presentation at the Annual Meeting of the Population Association of America,  
Minneapolis, MN, May 1-3, 2003.

This paper reports the results of research and analysis undertaken by the U.S. Census Bureau staff. It has undergone a Census Bureau review more limited in scope than that given to official Census Bureau publications. This report is released to inform interested parties of ongoing research and to encourage discussion of work in progress.

## Introduction

In 2000, among full-time, year-round workers ages 25 and older, the female-to-male earnings ratio was .66, closer to 1.0 than the 1990 figure of .63, and the 1980 figure of .58. Though the gap has narrowed, women continue to earn less than their male counterparts. Moreover, this difference translates into a sizable monetary loss throughout a woman's lifetime.<sup>1</sup>

Despite the same level of education, earnings disparities exist between men and women (Table 1). Though women's educational attainment has increased sharply over the past 25 years, with women markedly closing the education gap, the earnings gap between men and women still remains.<sup>2</sup>

Table 1. Female-to-male Earnings ratio by Educational Attainment				
(Population 25 and over. Full-time year round workers with earnings)				
Educational attainment level	Female-to-male earnings ratio	Average earnings in 1999		
		Total	Men's	Women's
All levels	0.66	44,528	51,504	34,185
Less than high school	0.71	27,845	30,770	21,939
High school graduate	0.69	33,043	37,808	26,065
Some college	0.69	39,222	45,359	31,177
Associates	0.73	40,505	46,433	33,744
Bachelor's	0.66	58,265	67,451	44,199
Master's	0.64	69,878	81,736	52,576
Professional	0.57	107,050	123,102	69,675
Doctorate	0.71	81,372	88,048	62,792
Source: U.S. Census Bureau, Census 2000.				

Numerous events over a work-life may lower the earnings of women relative to men, such as breaks in continuous participation in the labor force, differing commitment to career goals, competing events, discrimination, and promotions. It is also often suggested that women's

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<sup>1</sup>For further discussion, see Jennifer Cheeseman Day and Eric Newburger, *The Big Payoff: Educational Attainment and Synthetic Estimates of Work-life Earnings*, P23-210 Current Population Report, US Census Bureau, 2002.

<sup>2</sup>Eric Newburger and Jennifer Cheeseman Day, *The Great Equalizer: Does Education Pay Off for Members of Minority Groups?* PAA paper, 2001.

choice in field of study or occupation contributes to the wage gap.<sup>3</sup> Women tend to select female occupational ghettos, typified by low wages and less work commitment. In contrast, men tend to select occupations with higher working demands and higher payoffs.

Using the largest sample available, Census 2000 data, this research explores the relationship between education and occupation to help illustrate whether women's choice in occupation contributes to the wage gap. We addressed the following questions:

1. Do women in occupations with higher educational attainment realize wages more equal to men's than less educated women?
2. Do occupations dominated by women pay women and men more equally?
3. Do majority female occupations pay lower wages?
4. How do earnings ratios within occupations vary by age and education?
5. What occupations pay more equally?

## Data

This paper uses data from the Census 2000 long form. The long form provides socio-economic detail needed to administer a wide range of government programs and to fulfill federal requirements. Nationwide it went out to one in six housing units. However, to assure the same level of accuracy everywhere, a larger share of housing units in small towns and rural counties received this form.

The data tallies used for this analysis were derived from the Census Bureau's internal restricted file, the Sample Edited Detailed File (SEDF). The sample data set consisted of 43,459,449 individual records that when weighted represent the total US population in 2000 of 281 million people. From this universe, we selected people who were ages 25 and over, and who were employed full-time, year-round, with earnings. This narrowed the data set to 12,447,677 records, which represents 81 million people. For the analysis, we summarized the data into 8 unique educational attainment categories, 96 occupational categories, 4 age groups, and 2 sex groups. For each group we derived the average 1999 earnings and calculated the female-to-male earnings ratio. Categories containing less than 50 sample cases were not included in the analysis.

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<sup>3</sup>Kurt Bauman and Camille Ryan, *What's It Worth? Field of Training and Economic Status*, Household Economic Studies, US Census Bureau, 2001.

## Educational Attainment

Data on educational attainment were derived from answers to long-form questionnaire Item 9 (see census questionnaire ). The questionnaire required respondents to simply mark the best possible answer. The order in which degrees were listed on the questionnaire suggested a ranking from lowest to highest degree, where doctorate degrees were higher than professional degrees, which were higher than master degrees, and so on. From a list of 16 possible educational attainments, we collapsed these groups into 8 educational attainment levels:

- Less than high school
- High school graduate or GED equivalent
- Some college
- Associates
- Bachelor's
- Master's
- Professional
- Doctorate

## Occupation

The data on occupation were derived from answers to the long-form questionnaire item 28, which was asked of a sample of the population 15 years old and over. Occupation describes the kind of work a person does on the job. Respondents provided the data for the tabulations by writing on the questionnaires descriptions of their occupations. These descriptions were captured and sent to an automated coder which assigned a portion of the written entries to categories in the classification system. The automated system assigned codes to 56 percent of the occupation categories. Cases not coded by the computer were sent to manual coding.

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**What is the highest degree or level of school this person has COMPLETED?** Mark ☒ ONE box. If currently enrolled, mark the previous grade or highest degree received.

- ☐ No schooling completed
- ☐ Nursery school to 4th grade
- ☐ 5th grade or 6th grade
- ☐ 7th grade or 8th grade
- ☐ 9th grade
- ☐ 10th grade
- ☐ 11th grade
- ☐ 12th grade, **NO DIPLOMA**
- ☐ **HIGH SCHOOL GRADUATE** — high school DIPLOMA or the equivalent (for example: GED)
- ☐ Some college credit, but less than 1 year
- ☐ 1 or more years of college, no degree
- ☐ Associate degree (for example: AA, AS)
- ☐ Bachelor's degree (for example: BA, AB, BS)
- ☐ Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- ☐ Professional degree (for example: MD, DDS, DVM, LLB, JD)
- ☐ Doctorate degree (for example: PhD, EdD)

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### Occupation

**a. What kind of work was this person doing?**

(For example: registered nurse, personnel manager, supervisor of order department, auto mechanic, accountant)


**b. What were this person's most important**

**activities or duties?** (For example: patient care, directing hiring policies, supervising order clerks, repairing automobiles, reconciling financial records)


The occupational classification system used during Census 2000 consists of 509 specific occupational categories for employed people arranged into 23 occupational groups. This classification was developed based on the Standard Occupational Classification (SOC) Manual: 2000, which includes a hierarchical structure showing 23 major occupational groups divided into 96 minor groups, 449 broad groups, and 821 detailed occupations. For this analysis, we used the 96 minor-group level.

Occupational Categories and Educational Attainment

As shown in Appendix A, the population within each occupational grouping may be quite diverse in their educational attainment. In some cases this may be due to the variety of jobs contained within the groups. For example, “Religious workers” contains clergy; directors, religious activities and education; and all other religious workers. In other cases, the apparent misalignment of education with occupation may result from people working in jobs that are not consistent with their formal education, such as the lawyer who decides to work in a field not related to law. Some of this variance may also reflect data quality issues, such as coding error of the occupations, or misinterpretation of the attainment level by the respondent.

In other occupational categories, educational attainment is more concentrated in one or two levels. For example, almost all “Secondary teachers” have a bachelor’s or master’s degree. Many occupations require entrants to have some minimum level of educational attainment. The populations of “Physicians/surgeons” and “Lawyers” tend to be mostly concentrated in the Professional educational attainment level, as expected.

To account for this variability within occupations, all analyses in this report include educational attainment.

Earnings

The data on 1999 earnings were derived from the long-form questionnaire item 31a. Earnings are defined as the sum of wages or salary income and net income from self employment. Earnings represent the amount of income received regularly before deductions.

In this paper average earnings by educational attainment and occupation are shown for both men and women. We use these to compute the female-to-male earnings ratio in the following formula:

A large earnings gap, that is if men earn on average much more than women, will move the ratio down towards 0.0. Conversely, a

small earnings gap will tend to produce numbers very close to 1.0.

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**INCOME IN 1999** — Mark ☒ the "Yes" box for each income source received during 1999 and enter the total amount received during 1999 to a maximum of \$999,999. Mark ☒ the "No" box if the income source was not received. If net income was a loss, enter the amount and mark ☒ the "Loss" box next to the dollar amount.

*For income received jointly, report, if possible, the appropriate share for each person; otherwise, report the whole amount for only one person and mark ☒ the "No" box for the other person. If exact amount is not known, please give best estimate.*

**a. Wages, salary, commissions, bonuses, or tips from all jobs** — Report amount before deductions for taxes, bonds, dues, or other items.

☐ Yes Annual amount — Dollars  
\$ | | | | | .00

☐ No

**b. Self-employment income from own nonfarm businesses or farm businesses, including proprietorships and partnerships** — Report NET income after business expenses.

☐ Yes Annual amount — Dollars  
\$ | | | | | .00 ☐ Loss

☐ No

## Results

### *1. Do women in occupations with higher educational attainment realize wages more equal to men's than less educated women?*

No. As seen in the table in Appendix B, the vast majority of women work in occupations where the average pay of women is lower than the average pay of men. At every educational attainment level, less than 1 percent of women work in occupations where the average earnings of women approximately equal the average earnings of their male counterparts. The remaining 98 percent of women work in occupations typified by some degree of pay inequality.

Earnings ratios vary by occupation for each educational attainment level. However, the majority of women work in occupations with earnings ratios which fall into a very similar range regardless of their educational attainment (Figure 1). With the exception of the professional degree attainment level, the distribution of women in occupations across earnings ratios shows a consistent pattern in all educational attainment levels.

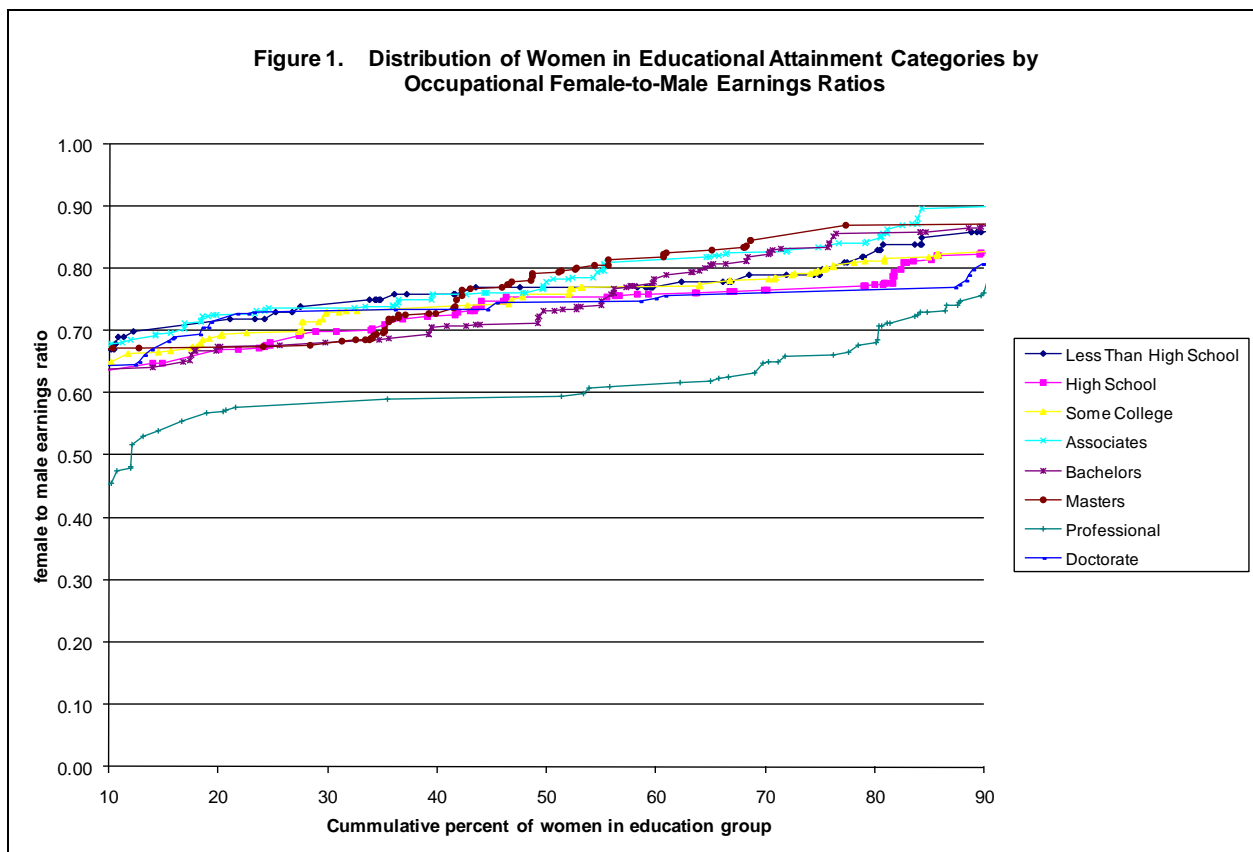


Table 2 shows the remarkable similarity of earnings ratios in each attainment level by the distribution of women at the 10 percent mark, 50 percent mark (median) and the 90 percent mark. The table highlights the majority of women and removes from consideration the extreme high and low ends of the spectrum. Here we see that the middle 80 percent of females less than high school graduates work in occupations with earnings ratios between .67 and .87, a range of about .20. Eighty percent of women with Bachelor's degrees work in occupations with earnings ratios between .64 and .87, a range of about .23. Similarly, the range in earning ratios of occupations of the middle 80 percent of women with Master's degrees is .20 (.67 to .87).

Table 2. Female-to-Male Earnings Ratios for Occupations by Educational Attainment

	Distribution of women			Range
	10 percent	50 percent	90 percent	
Less than high school graduate	0.67	0.77	0.87	0.20
High school graduate	0.65	0.75	0.83	0.18
Some college	0.65	0.75	0.83	0.18
Associates	0.68	0.78	0.91	0.23
Bachelor's	0.64	0.73	0.87	0.23
Master's	0.67	0.80	0.87	0.20
Professional	0.46	0.60	0.79	0.33
Doctorate	0.65	0.75	0.81	0.16

Source: U.S. Census Bureau, Census 2000.

## 2. Do occupations dominated by women pay women and men more equally?

No. Figures 2 - 9 are plots showing the percent of women in each occupation by the occupations' female-to-male earnings ratios. At all educational attainment levels, the scatter is rather narrow and across the page indicating no relationship between the proportion of women in an occupation and the earnings ratio of that occupation. For every educational attainment level, occupations with a high proportion of female workers have earnings ratios very similar to those occupations employing a higher proportion of male workers.

Figure 2. Less Than High School Graduate

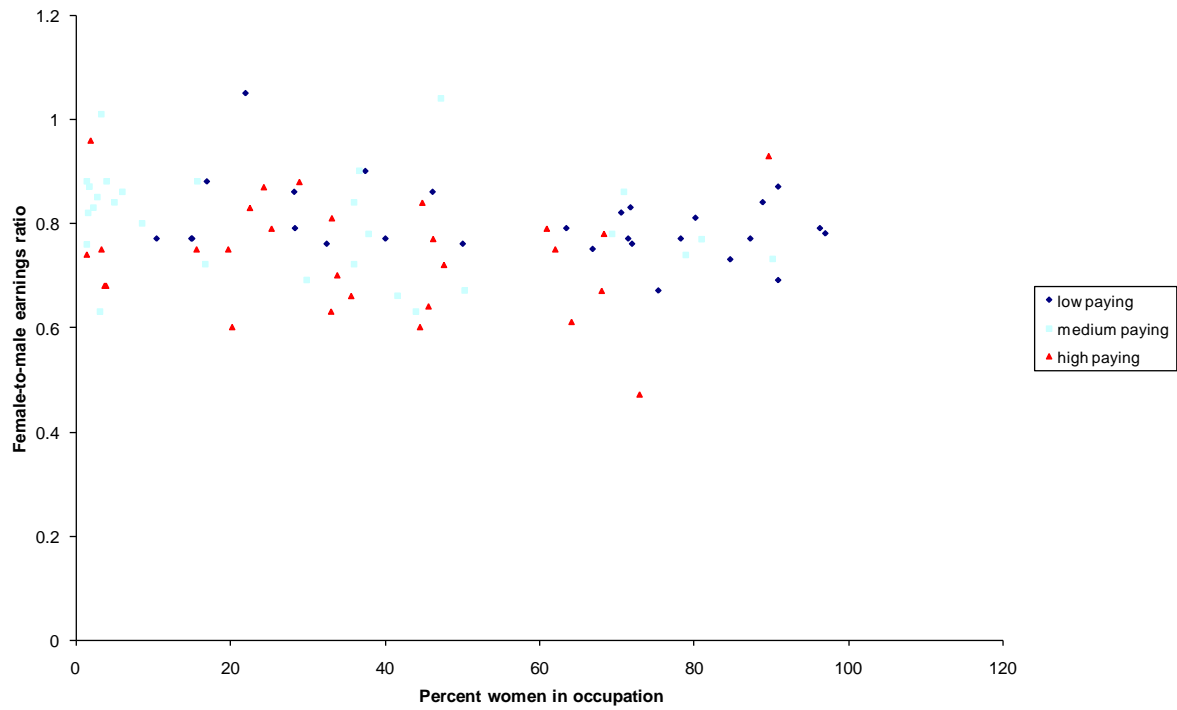


Figure 3. High School Graduate

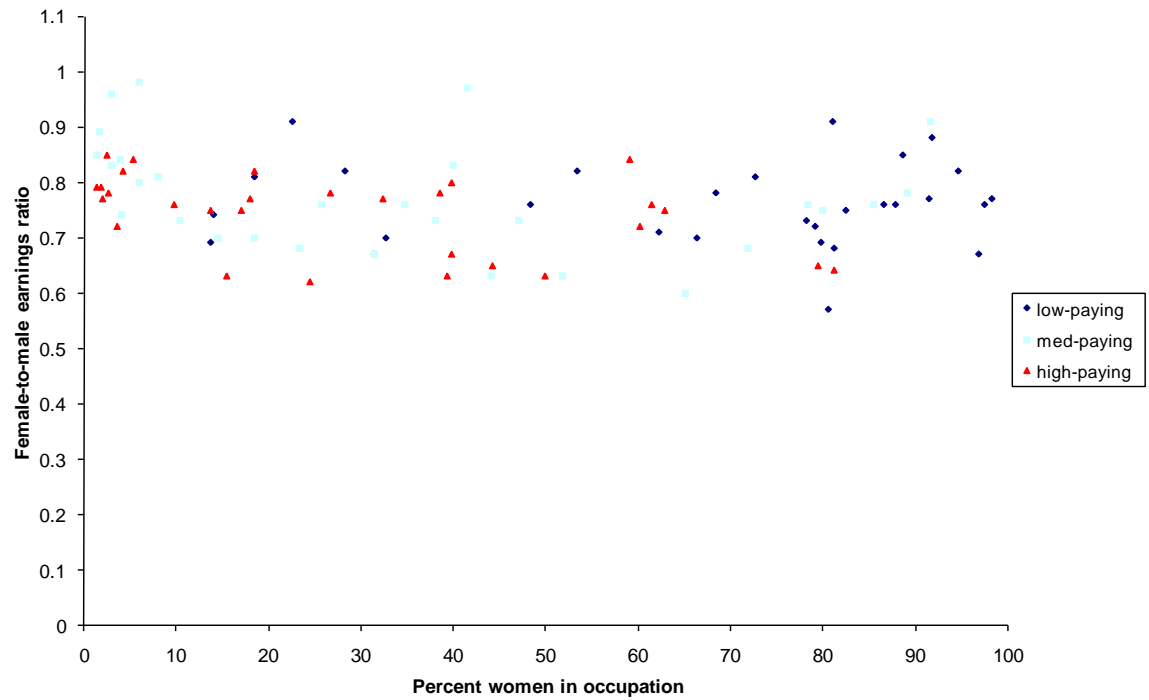




Figure 4. Some College

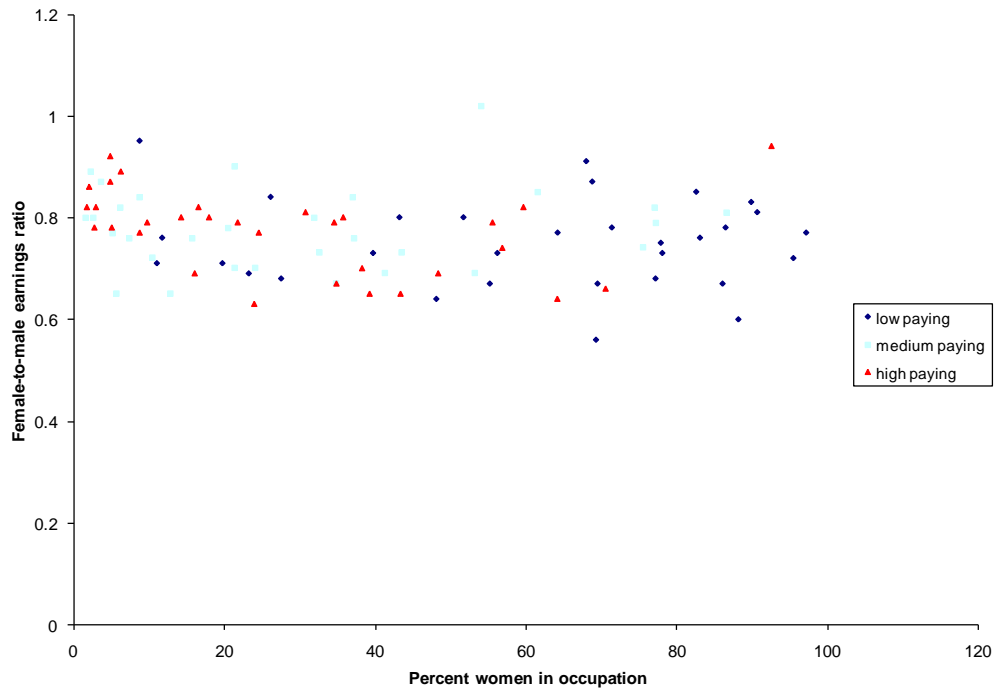
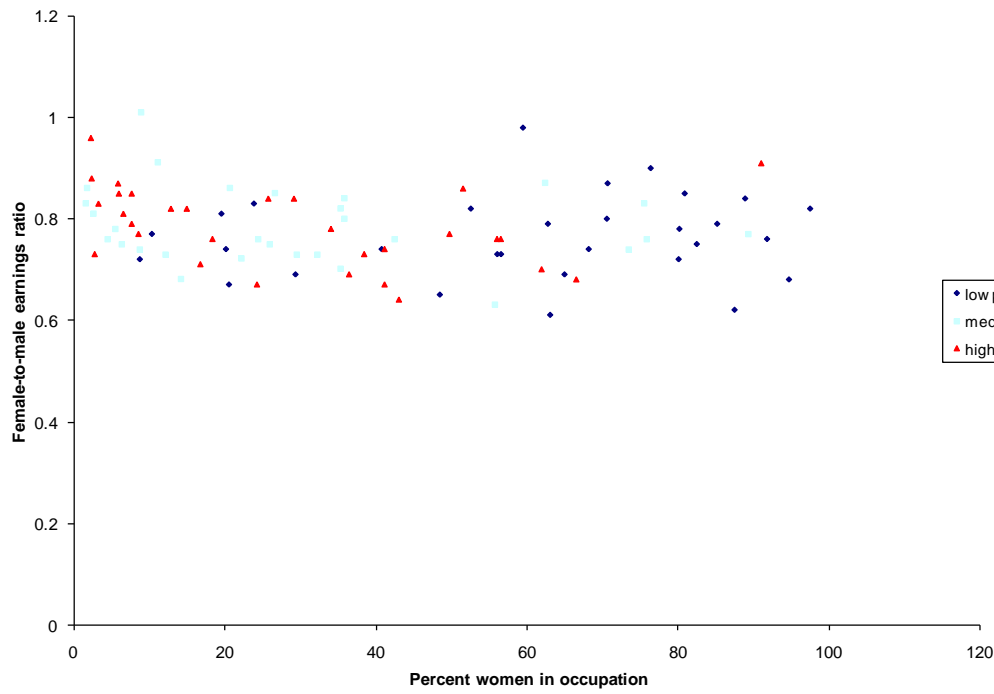


Figure 5. Associate's degree



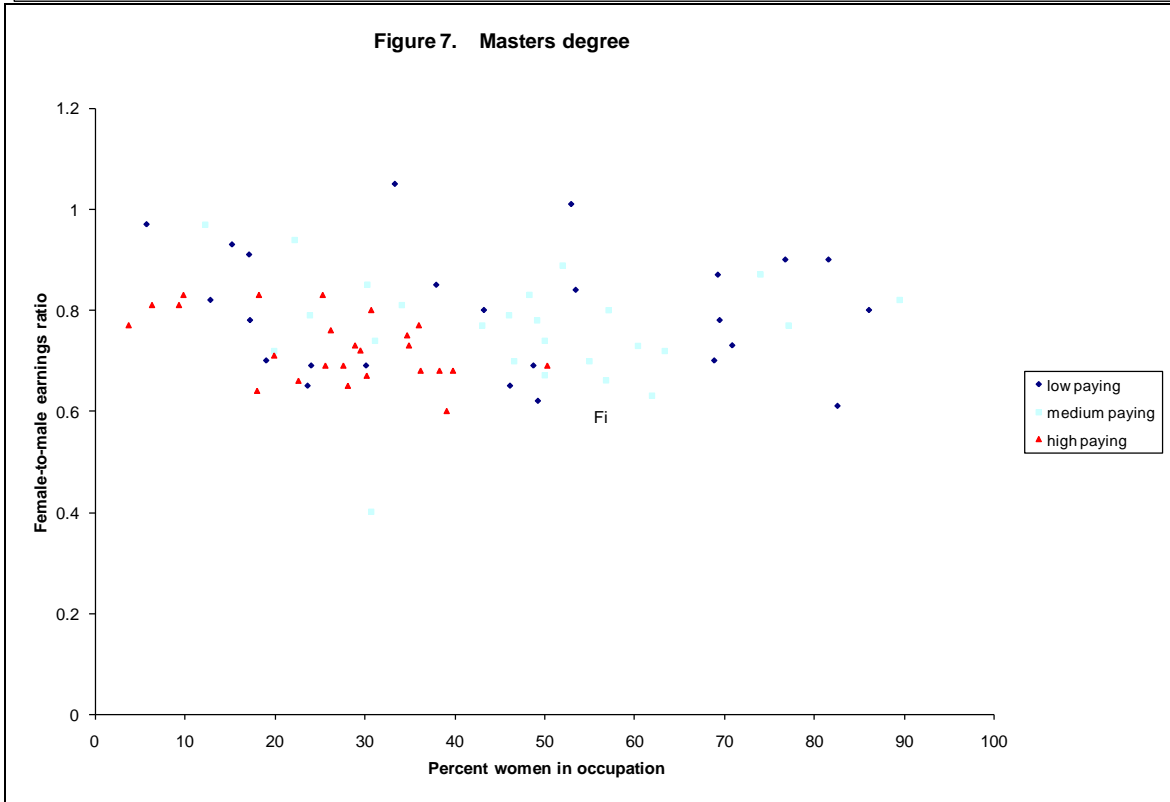
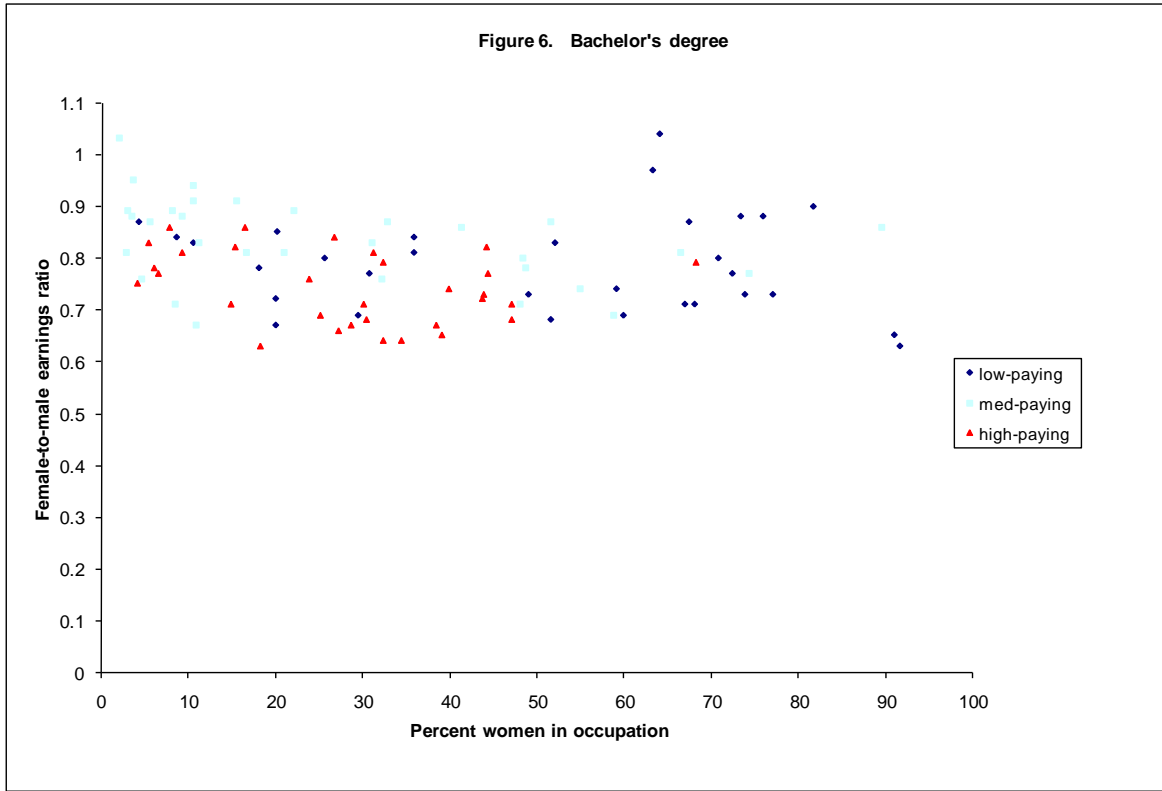


Figure 8. Professional degree

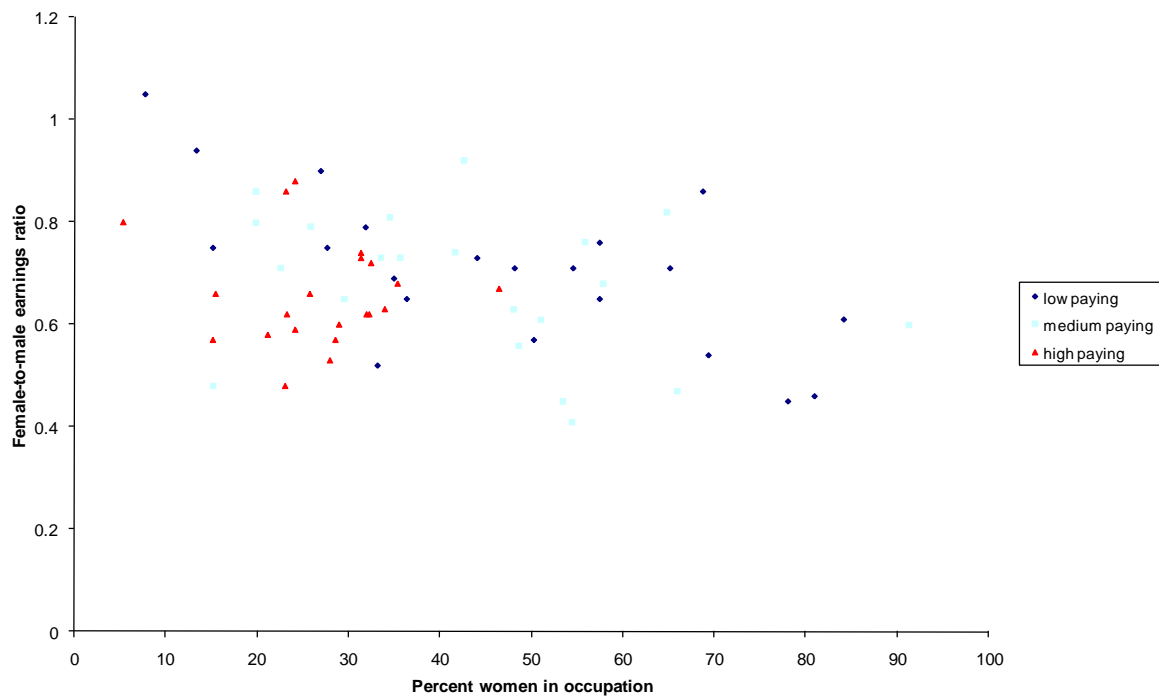
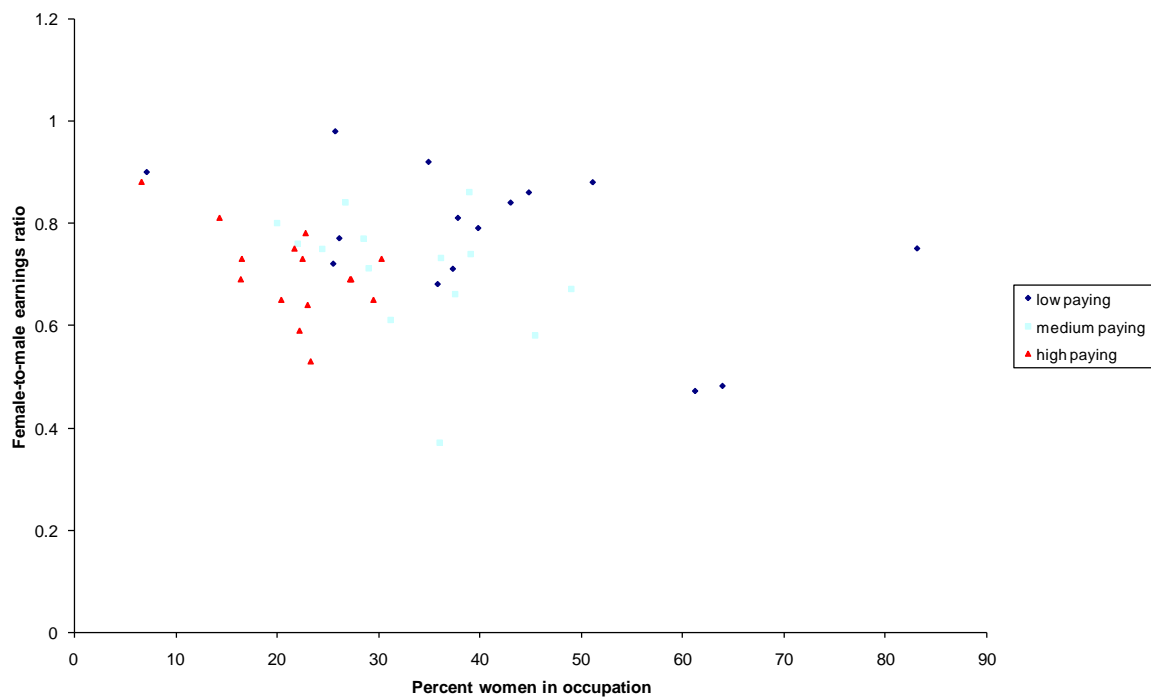


Figure 9. Doctoratal degree



### *3. Do majority female occupations pay lower wages?*

Mostly, yes. In the same figures, we also color-code the dots by whether the occupation was low, medium, or high paying (split into thirds within the educational attainment level). Amongst the sea of dots, we find a concentration of dark blue on the right and similarly, a concentration of red dots on the left – indicating a relationship between the proportion of women in an occupation and average earnings. The heavy pattern of dark blue dots are most noticeable on the figures for the advanced degree levels. All figures show a density of red on the left. At each educational attainment level, the majority of occupations with the highest mean earnings were those occupations employing more men than women. In the figures with the lower education levels, we see a cluster of light blue and red dots in the far left, indicating an enclave of medium to high paying all male occupations. This enclave disappears in the higher education levels.

### *4. How do earnings ratios within occupations vary by age and education?*

In Table 3, the largest occupations with at least 5 percent of the women in each educational attainment category are shown. Across most occupational groups, the female-to-male earning ratios differ by age indicating a shifting of relative earnings related to age. In all occupations, older women have lower earnings than older men. Younger women and men seem to have closer earnings. Across age, the largest differences appear for both the bachelors and professional levels. We see almost no difference between the earnings ratios for younger and older workers in the classic female occupations: “Building/ground maintenance,” “registered nurses,” and “preschool/kindergarten/elementary teachers.”

### *5. What occupations pay more equally?*

Table 4 lists the occupational categories with the most equal earnings for men and women with a female-to-male earnings ratio ranging from .95 to 1.05 for occupations with at least 1000 men and women. The occupational categories cover most of the educational attainment categories, suggesting that at most educational levels, there are occupations which pay equally for men and women. The average pay for the group of occupations is rather modest, averaging about \$34,000.

In contrast, Table 5 lists the occupational categories with the largest gap in earnings between women and men. Here, we see female-to-male earnings ratio below the 0.60 range, with the lowest point at 0.41. Many of the occupational categories fall into the higher educational levels, most notably the professional level. In contrast to the most equal paying occupations, the most unequal occupations are rather well paying, averaging \$77,000.

Table 3. Earnings of Women Relative to Men with Equal Education, Selected Occupations							
Occupation	Number of women	Women's earnings as % of men's					Difference between youngest and oldest
		Total	Age 25-34	Age 35-44	Age 45-54	Age 55 up	
<b>Less Than High School</b>							
Other production	250,000	72	75	71	68	68	7
Textiles, apparel, furniture	177,000	76	81	71	75	72	9
Building, ground maintenance	305,000	77	80	73	75	80	0
Nursing, psychiatric home aides	170,000	87	94	81	87	77	17
<b>High School Diplomas</b>							
Other production	464,000	67	71	67	65	62	10
Other office, administrative support	826,000	75	81	75	72	71	10
Secretaries, administrative assistants	791,000	77	78	76	76	73	5
<b>Some College</b>							
Other office, administrative support	857,000	74	83	74	69	68	15
Secretaries, administrative assistants	905,000	77	86	75	73	67	19
<b>Associate Degrees</b>							
Other office, administrative support	241,000	74	80	75	70	69	11
Health technologists, technicians	166,000	83	87	80	81	79	9
Registered Nurses	473,000	91	91	89	87	91	0
<b>Bachelor's Degrees</b>							
Other management	414,000	64	74	69	63	55	19
Accountant	344,000	68	83	67	62	62	21
Other office, administrative support	313,000	69	82	69	66	58	24
Bus oper spec	332,000	71	80	73	72	69	11
Registered Nurses	478,000	86	91	85	83	74	16
Preschool, Kindergarten, elementary teachers	468,000	88	91	85	84	87	4
<b>Master's Degrees</b>							
Other management	257,000	68	73	68	70	63	10
Registered Nurses	112,000	82	87	79	81	83	4
Counselors and comm	195,000	87	95	93	87	89	6
Preschool, Kindergarten, elementary teachers	339,000	87	92	89	86	89	3
<b>Professional Degrees</b>							
Health technologists, technicians	26,000	45	80	48	38	38	42
Other health diagnosing technicians	52,000	59	77	61	60	58	19
Registered Nurses	59,000	60	89	60	53	55	34
Other management	24,000	62	71	69	64	51	20
Physician, surgeons	107,000	62	84	65	66	67	16
Lawyers	167,000	66	87	75	66	60	28
<b>Doctoral Degrees</b>							
Other management	33,000	73	79	75	72	75	4
Social science	22,000	74	76	76	75	76	-1
Life&physical	34,000	75	86	83	78	79	7
Postsecondary	69,000	77	89	82	79	76	13
Source: U.S. Census Bureau, Census 2000.							

Table 4. Occupations with Smallest Difference in Women's and Men's Earnings: 2000

Occupation	Educational attainment level	Mean earnings			Female-to-male earnings ratio	Percent female in occupation	Population	
		Total	Women's	Men's			men	women
Supervisors, constructions & extraction workers	Less than high school	41,177	39,420	41,213	0.96	2.0	117,605	2,393
Other construction workers & helpers	Less than high school	29,114	29,417	29,104	1.01	3.3	43,240	1,489
Other protective service workers including supervisors	Less than high school	24,374	25,363	24,096	1.05	22.0	51,899	14,609
Transportation, tourism, and lodging attendants	HS graduate	29,070	28,570	29,425	0.97	41.5	12,219	8,658
Armed forces	HS graduate	30,336	29,870	30,365	0.98	5.9	34,599	2,185
Armed forces	Some college	30,756	29,216	30,904	0.95	8.8	68,583	6,596
Transportation, tourism, and lodging attendants	Some college	31,323	31,616	30,976	1.02	54.2	13,621	16,146
Other material moving workers, except laborers	Associates	36,304	36,612	36,273	1.01	9.1	15,548	1,554
Transportation, tourism, and lodging attendants	Bachelor's	36,140	35,748	36,814	0.97	63.3	7,694	13,251
Occupational and physical therapist assistants and aides	Bachelor's	31,513	31,959	30,718	1.04	64.1	1,572	2,806
Electrical equipment mechanics and other repair workers	Masters	54,255	52,889	54,446	0.97	12.3	20,314	2,836
Waiters & waitresses	Masters	26,929	26,998	26,850	1.01	53.0	1,618	1,828

Source: U.S. Census Bureau, Census 2000.

The data shown here clearly illustrate a unique pattern for the professional degree category. It consistently falls below the norm of other educational levels with regard to equal earnings for men and women. Looking at the occupations that fall within this educational-attainment level points to some data issues with possible misinterpretation of what is a professional degree educational attainment.

To get a better idea of what may be a truer estimate of the earnings ratio for this education level, we consider just two categories that clearly fall into the professional category and are also the two largest groups listed, Lawyers (496,000) and Physicians/Surgeons (363,000). (See Table 2). The female-to-male earnings ratio for the first is .66 and the second is .62 – higher than the average for the educational category of .57.

Table 5. Occupations with Largest Differences in Women's and Men's Earnings: 2000

Occupation	Educational attainment level	Mean earnings			Female-to-male earnings ratio	Percent female in occupation	Population	
		Total	Women's	Men's			Men	Women
Other teachers and instructors	High school graduate	21,300	18,573	32,645	0.57	80.60	18,462	76,809
Other teachers and instructors	Some college	25,286	20,354	36,461	0.56	69.40	32,446	73,512
Accountants and auditors	Professional	82,684	53,602	94,329	0.57	28.60	20,434	8,182
Financial managers	Professional	126,109	77,047	145,170	0.53	28.00	9,436	3,666
Health technologists and technicians	Professional	44,712	35,245	78,482	0.45	78.10	7,419	26,465
Nursing, psychiatric, & home health aides	Professional	62,289	39,670	88,217	0.45	53.40	4,376	5,016
Other financial specialists	Professional	122,791	77,912	134,852	0.58	21.20	12,990	3,491
Other health diagnosing and treating practitioners	Professional	100,128	65,715	111,129	0.59	24.20	162,208	51,855
Other healthcare support occupations	Professional	36,906	29,259	54,290	0.54	69.40	2,339	5,317
Other office & administrative support workers, incl supervisors	Professional	56,335	39,941	71,860	0.56	48.60	8,570	8,116
Sales representatives, services, wholesale, & manufacturing	Professional	114,397	62,470	129,980	0.48	23.10	15,799	4,741
Secretaries and administrative assistants	Professional	39,390	32,111	70,383	0.46	81.00	1,125	4,790
Supervisors & other personal care and service workers	Professional	45,215	27,233	66,644	0.41	54.40	1,534	1,828
Top executives	Professional	155,798	95,210	166,640	0.57	15.20	33,753	6,040
Physicians and surgeons	Doctorate	134,325	87,048	147,912	0.59	22.30	35,312	10,148

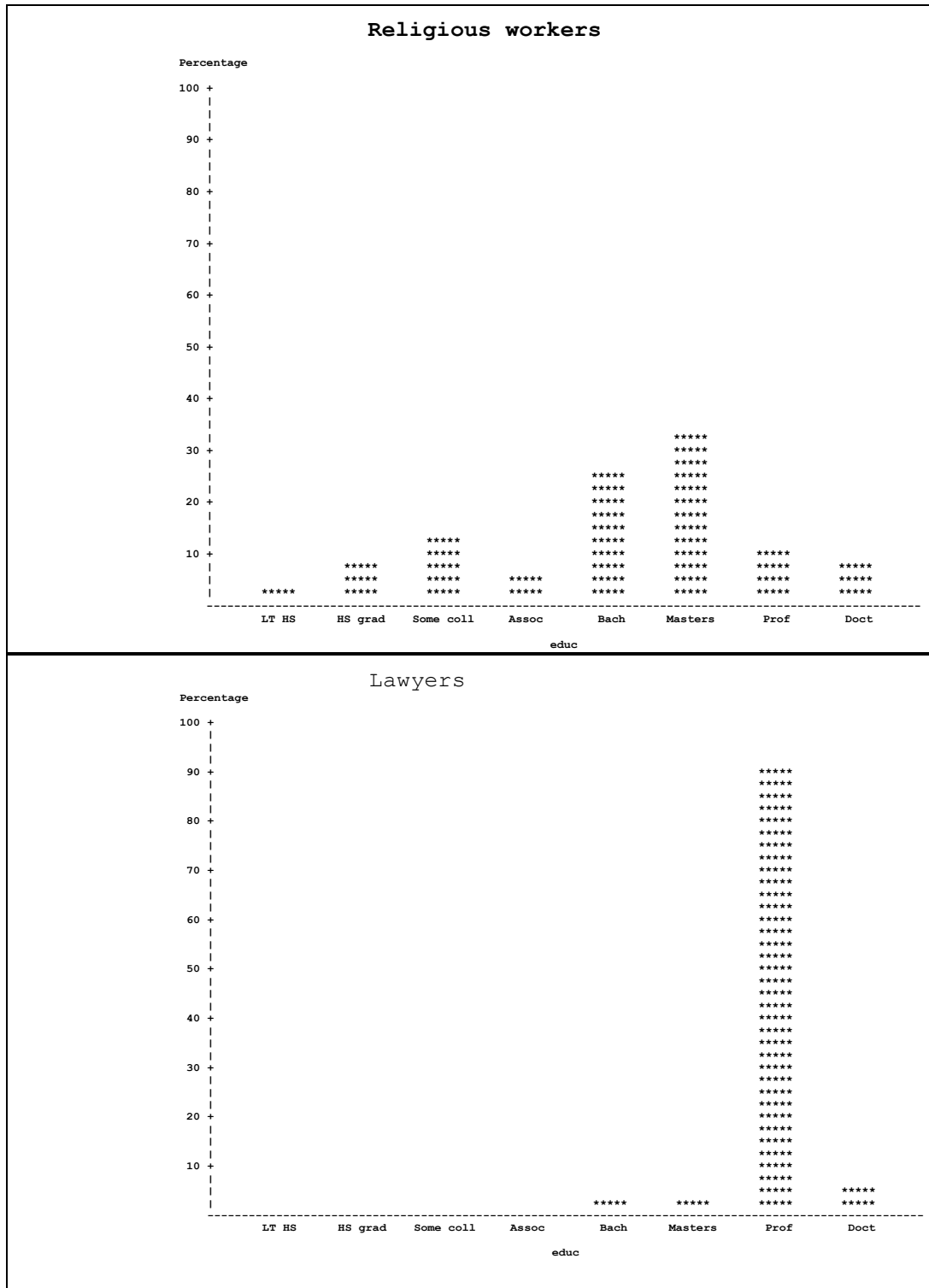
Source: U.S. Census Bureau, Census 2000.

## Conclusions

Using Census 2000 data, we see that the female-to-male earnings gap still exists in most occupations even accounting for differences in educational attainment. Considering several basic questions we find the following conclusions:

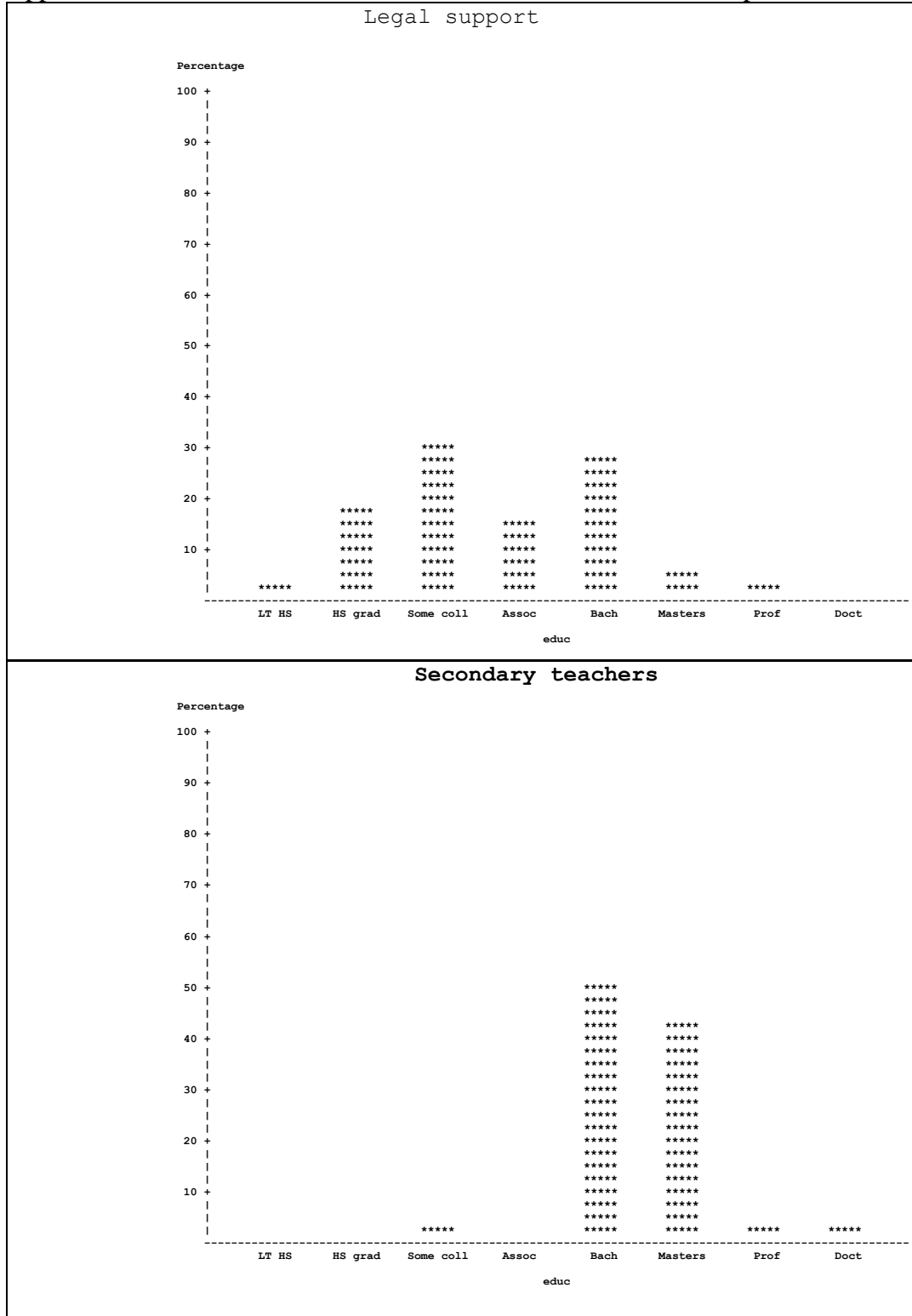
- \$ Women in occupations with higher educational attainment do NOT realize wages more equal to men's than women in occupations requiring less education.
- \$ Occupations dominated by women do NOT pay women and men more equally.
- \$ For the most part, majority female occupations DO pay lower wages.
- \$ Age makes a difference: younger men and women have closer earnings; older men and women have larger differences. Not much change in ratios across the ages except for bachelors and professional educational attainment levels.
- \$ There are occupations which pay equally for men and women, with average pay \$34,000; and occupations which pay unequally, with average pay \$77,000.

## Appendix A. Educational Attainment Distribution of Selected Occupations

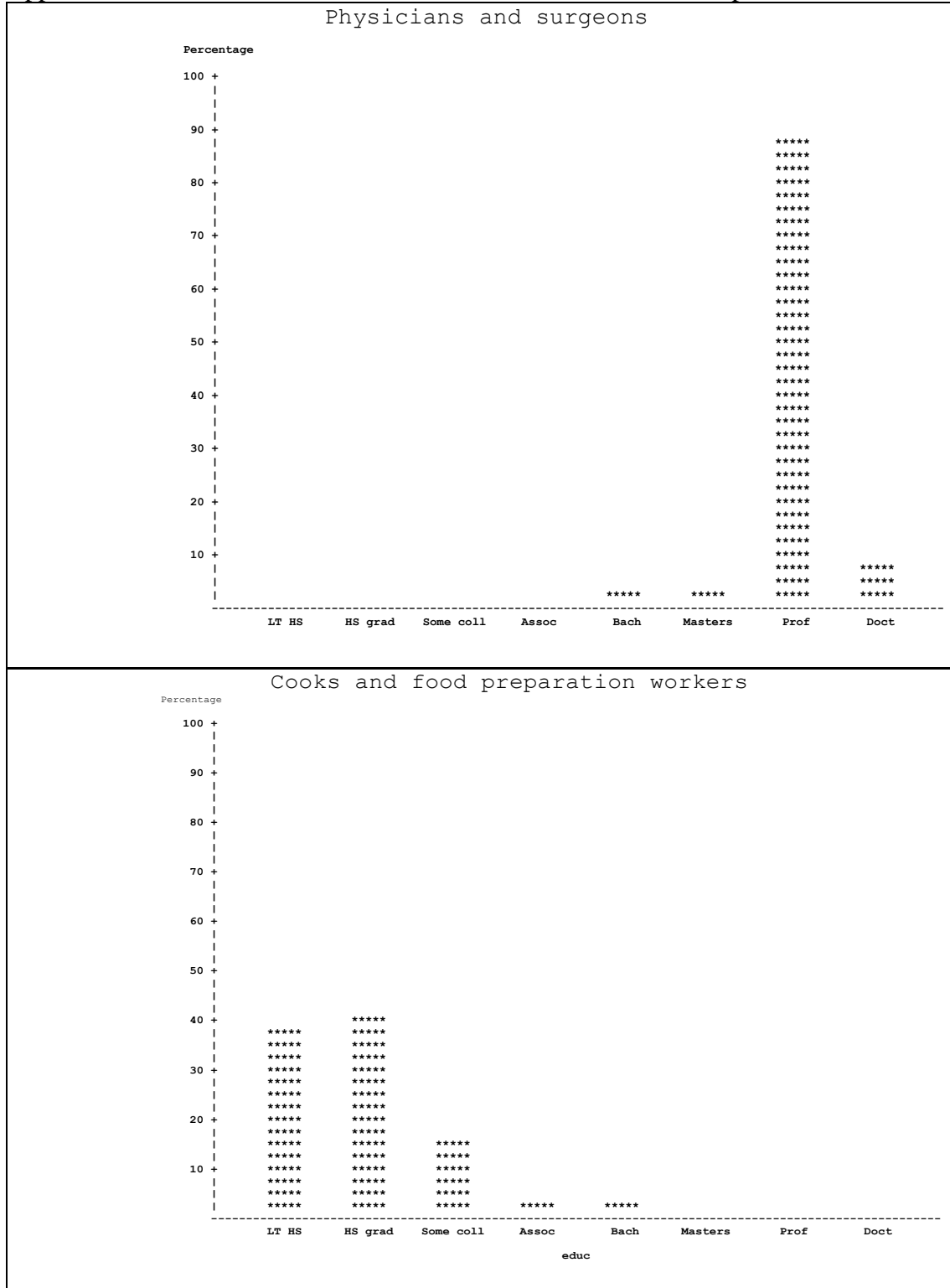




## Appendix A. Educational Attainment Distribution of Selected Occupations – continued



## Appendix A. Educational Attainment Distribution of Selected Occupations – continued



Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Less Than High School Graduate</b>										
Therapists	29,396	62,991	0.47	1,444	534	73.0	1,444	534	0.05	0.01
Life & physical scientists	40,036	66,853	0.60	540	671	44.6	1,984	1,205	0.07	0.02
Top executive	45,862	76,490	0.60	9,485	37,284	20.3	11,469	38,489	0.40	0.67
Other health diagnosing and treating practitioners, and technical occupations	30,353	49,481	0.61	3,991	2,226	64.2	15,460	40,715	0.54	0.71
Fishing hunting and forestry occupations	18,058	28,676	0.63	958	29,387	3.2	16,418	70,102	0.58	1.22
Other management occupations, except farmers and farm managers	29,694	46,948	0.63	68,504	138,244	33.1	84,922	208,346	2.99	3.64
Retail sales workers, except cashiers	20,593	32,515	0.63	67,450	85,489	44.1	152,372	293,835	5.37	5.13
Advertising,marketing,promotions, public relations, and sales managers	35,322	55,242	0.64	6,245	7,414	45.7	158,617	301,249	5.59	5.26
Other sales and related occupations, including supervisors	25,791	39,350	0.66	105,174	146,450	41.8	263,791	447,699	9.29	7.81
Media and communications	29,511	45,021	0.66	3,602	6,478	35.7	267,393	454,177	9.42	7.93
Other teachers and instructors, education, training and library occupations	20,774	31,023	0.67	13,252	4,322	75.4	280,650	458,499	9.88	8.00
Art and design workers	23,674	35,231	0.67	10,252	10,091	50.4	290,902	468,590	10.24	8.18
Financial managers	36,340	54,051	0.67	7,330	3,430	68.1	298,232	472,020	10.50	8.24
Rail and water transportation workers	29,831	44,029	0.68	441	10,553	4.0	298,673	482,573	10.52	8.42
Plant and system operators	24,834	36,535	0.68	704	17,597	3.8	299,377	500,170	10.54	8.73
Printing workers	22,066	32,129	0.69	13,399	31,302	30.0	312,776	531,472	11.01	9.28
Teachers: preschool, kindergarten, elementary and middle school	22,858	33,011	0.69	8,837	888	90.9	321,613	532,360	11.32	9.29
Sales representatives, services, wholesale and manufacturing	29,729	42,638	0.70	24,734	48,269	33.9	346,347	580,629	12.20	10.13
Other production occupations, including supervisors	22,224	31,075	0.72	250,479	444,298	36.1	596,826	1,024,927	21.02	17.89
Metal workers and plastic workers	22,358	31,227	0.72	64,635	318,730	16.9	661,461	1,343,657	23.29	23.45
Business operations specialists	31,375	43,728	0.72	25,048	27,477	47.7	686,509	1,371,134	24.17	23.93
Bookkeeping, accounting, auditing clerks	25,323	34,614	0.73	42,920	4,591	90.3	729,429	1,375,725	25.69	24.01
Financial clerks except bookkeeping, accounting, and auditing clerks	23,179	31,643	0.73	29,348	5,288	84.7	758,777	1,381,013	26.72	24.11
Health technologists and technicians	24,755	33,661	0.74	21,604	5,738	79.0	780,381	1,386,751	27.48	24.21
Extraction workers	26,869	36,123	0.74	299	19,376	1.5	780,680	1,406,127	27.49	24.54
Driver/sales workers and truck drivers	25,506	34,157	0.75	17,322	495,114	3.4	798,002	1,901,241	28.10	33.19
Supervisors,transportation, and material moving workers	28,584	38,203	0.75	3,370	18,161	15.7	801,372	1,919,402	28.22	33.50
Drafters,engineering, and mapping technicians	30,296	40,384	0.75	5,800	23,520	19.8	807,172	1,942,922	28.42	33.91
Accountants and auditors	34,261	45,549	0.75	1,957	1,194	62.1	809,129	1,944,116	28.49	33.93
Textile, apparel, furnishings workers	18,354	24,310	0.75	177,428	87,967	66.9	986,557	2,032,083	34.74	35.47
Personal appearance workers	19,984	26,413	0.76	38,115	14,804	72.0	1,024,672	2,046,887	36.08	35.73
Pipelayers, plumbers, pipefitters and steamfitters	24,724	32,608	0.76	1,036	66,510	1.5	1,025,708	2,113,397	36.12	36.89
Food processing workers	19,339	25,501	0.76	32,878	68,332	32.5	1,058,586	2,181,729	37.28	38.08
Assemblers and fabricators	21,636	28,287	0.76	121,290	120,569	50.1	1,179,876	2,302,298	41.55	40.19
Waiters and waitresses	16,835	21,994	0.77	56,965	22,665	71.5	1,236,841	2,324,963	43.55	40.58
Cashiers	18,658	24,320	0.77	111,673	30,929	78.3	1,348,514	2,355,892	47.48	41.12
Other transportation occupations	19,226	25,047	0.77	3,073	17,241	15.1	1,351,587	2,373,133	47.59	41.42
Woodworkers	20,032	26,010	0.77	7,073	39,986	15.0	1,358,660	2,413,119	47.84	42.12
Legal support workers	31,855	41,284	0.77	4,776	1,114	81.1	1,363,436	2,414,233	48.01	42.14
Other healthcare support occupations	21,817	28,247	0.77	22,356	3,238	87.3	1,385,792	2,417,471	48.80	42.20
Building and grounds cleaning and maintenance occupations	18,210	23,563	0.77	305,211	455,194	40.1	1,691,003	2,872,665	59.54	50.14
Motor vehicle operators, except bus and truck drivers	20,315	26,229	0.77	3,230	27,455	10.5	1,694,233	2,900,120	59.66	50.62
Postsecondary teachers	38,632	49,873	0.77	797	823	46.3	1,695,030	2,901,043	59.69	50.64
Other office and administrative support	25,231	32,531	0.78	109,668	48,203	69.5	1,804,698	2,949,246	63.55	51.48
Other financial specialists	35,597	45,820	0.78	7,758	3,580	68.4	1,812,456	2,952,826	63.82	51.54
Child care workers	16,226	20,874	0.78	73,831	2,283	97.0	1,886,287	2,955,109	66.42	51.58
Bus drivers	24,293	30,994	0.78	12,127	19,840	37.9	1,898,414	2,974,949	66.85	51.93
Secretaries and administrative assistants	25,194	32,067	0.79	71,564	2,737	96.3	1,969,978	2,977,686	69.37	51.98
Operations specialties managers, except financial managers	33,515	42,475	0.79	13,242	38,945	25.4	1,983,220	3,016,631	69.83	52.66
Laborers and material movers, hand	20,332	25,713	0.79	99,371	250,901	28.4	2,082,591	3,267,532	73.33	57.04
Mathematical science occupations	41,297	52,191	0.79	509	326	61.0	2,083,100	3,267,858	73.35	57.04
Supervisor and other personal care service workers except child care workers	21,189	26,677	0.79	45,183	26,001	63.5	2,128,283	3,293,889	74.94	57.49
Farmers and farm managers	26,034	32,362	0.80	6,176	65,244	8.6	2,134,459	3,359,103	75.16	58.63
Information and record clerks, except customer service representatives	22,643	27,989	0.81	58,046	14,320	80.2	2,192,505	3,373,423	77.20	58.88
Computer specialists	40,076	49,266	0.81	5,978	12,017	33.2	2,198,483	3,385,440	77.41	59.09
Food and beverage serving workers except waiters/waitresses	18,827	22,960	0.82	39,948	16,626	70.6	2,238,431	3,402,066	78.82	59.38
Carpenters	24,439	29,763	0.82	3,045	181,494	1.7	2,241,476	3,583,560	78.93	62.55
Engineers	46,849	56,602	0.83	508	1,737	22.6	2,241,984	3,585,297	78.95	62.58
Constuction laborers	22,752	27,464	0.83	4,569	192,873	2.3	2,246,553	3,778,170	79.11	65.95
Customer service representatives	23,677	28,558	0.83	38,281	15,014	71.8	2,284,834	3,793,184	80.46	66.21
Electrical equipment mechanics and other installation, maintenance and repair	27,631	32,985	0.84	14,990	287,613	5.0	2,299,824	4,080,797	80.98	71.23
Communications equipment operators	24,452	29,176	0.84	7,112	887	88.9	2,306,936	4,081,684	81.23	71.25
Material recording, scheduling, dispatching, and distributing workers	23,428	27,896	0.84	84,115	148,720	36.1	2,391,051	4,230,404	84.20	73.84
Lawyers	58,914	69,745	0.84	376	462	44.9	2,391,427	4,230,866	84.21	73.85
Electricians	28,568	33,722	0.85	1,447	47,789	2.9	2,392,874	4,278,655	84.26	74.68
Transportation, tourism, and lodging attendants	22,247	25,888	0.86	2,192	5,541	28.3	2,395,066	4,284,196	84.34	74.78
Other material moving workers	25,531	29,702	0.86	9,696	148,385	6.1	2,404,762	4,432,581	84.68	77.37
Cooks and food preparation workers	17,429	20,263	0.86	128,011	149,051	46.2	2,532,773	4,581,632	89.19	79.97
Counselors, social workers, and other community specialists	26,495	30,742	0.86	14,213	5,778	71.1	2,546,986	4,587,410	89.69	80.07
Nursing,psychiatric, and home health aides	21,435	24,735	0.87	170,009	17,120	90.9	2,716,995	4,604,530	95.67	80.37
Law enforcement workers, including supervisors	32,055	36,757	0.87	4,835	14,948	24.4	2,721,830	4,619,478	95.84	80.63
Construction trades workers except carpenters, electricians, painters	27,150	31,117	0.87	5,380	283,737	1.9	2,727,210	4,903,215	96.03	85.59
Entertainers and performers, sports, and related workers	39,008	44,400	0.88	1,953	4,782	29.0	2,729,163	4,907,997	96.10	85.67
Agricultural workers including supervisors	17,628	20,053	0.88	25,113	122,769	17.0	2,754,276	5,030,766	96.99	87.81
Religious workers	24,273	27,577	0.88	1,587	8,477	15.8	2,755,863	5,039,243	97.04	87.96
Vehicle and mobile equipment mechanics, installers, repairers	26,449	30,043	0.88	4,599	299,524	1.5	2,760,462	5,338,767	97.20	93.19
Painters and paperhangers	24,565	27,765	0.88	3,757	88,369	4.1	2,764,219	5,427,136	97.34	94.73
Life,physical, and social science technicians	30,809	34,198	0.90	3,211	5,528	36.7	2,767,430	5,432,664	97.45	94.83
Other food preparation workers, including supervisors	20,003	22,144	0.90	49,563	82,625	37.5	2,816,993	5,515,289	99.19	96.27
Registered nurses	43,925	47,096	0.93	3,971	454	89.7	2,820,964	5,515,743	99.33	96.28
Supervisors, construction and extraction workers	39,420	41,213	0.96	2,393	117,605	2.0	2,823,357	5,633,348	99.42	98.33
Other construction workers & helpers	29,417	29,104	1.01	1,489	43,240	3.3	2,824,846	5,676,588	99.47	99.09
Teachers: secondary school	32,933	31,646	1.04	432	481	47.3	2,825,278	5,677,069	99.49	99.09
Other protective service workers, including supervisors	25,363	24,096	1.05	14,609	51,899	22.0	2,839,887	5,728,968	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>High School</b>										
Other teachers and instructors, education, training and library occupations	18,573	32,645	0.57	76,809	18,462	80.6	76,809	18,462	0.86	0.14
Other health diagnosing and treating practitioners, and technical occupations	24,692	40,838	0.60	10,539	5,645	65.1	87,348	24,107	0.98	0.18
Top executive	47,440	77,097	0.62	57,218	176,308	24.5	144,566	200,415	1.62	1.53
Other management occupations, except farmers and farm managers	32,320	51,629	0.63	282,625	435,011	39.4	427,191	635,426	4.78	4.85
Art and design workers	25,686	40,806	0.63	40,975	38,191	51.8	468,166	673,617	5.24	5.14
Retail sales workers, except cashiers	22,902	36,382	0.63	226,505	287,460	44.1	694,671	961,077	7.77	7.34
Advertising,marketing,promotions, public relations, and sales managers	38,693	61,377	0.63	44,887	44,915	50.0	739,558	1,005,992	8.27	7.68
Architects,surveyors, and cartographers	31,109	49,237	0.63	476	2,612	15.4	740,034	1,008,604	8.28	7.70
Financial managers	37,146	58,381	0.64	79,317	18,339	81.2	819,351	1,026,943	9.17	7.84
Other sales and related occupations, including supervisors	28,407	43,861	0.65	429,182	542,917	44.2	1,248,533	1,569,860	13.97	11.99
Other financial specialists	34,251	52,776	0.65	82,161	21,216	79.5	1,330,694	1,591,076	14.89	12.15
Other production occupations, including supervisors	25,728	38,298	0.67	463,876	1,012,800	31.4	1,794,570	2,603,876	20.08	19.89
Child care workers	16,136	24,019	0.67	159,268	5,180	96.9	1,953,838	2,609,056	21.86	19.93
Sales representatives, services, wholesale and manufacturing	33,113	49,241	0.67	165,973	250,533	39.9	2,119,811	2,859,589	23.71	21.84
Food processing workers	21,066	31,246	0.67	43,726	95,536	31.4	2,163,537	2,955,125	24.20	22.57
Librarians,curators, and archivists	21,506	31,776	0.68	5,013	1,162	81.2	2,168,550	2,956,287	24.26	22.58
Printing workers	24,529	36,197	0.68	34,866	114,104	23.4	2,203,416	3,070,391	24.65	23.45
Therapists	28,132	41,215	0.68	4,885	1,902	72.0	2,208,301	3,072,293	24.70	23.47
Cashiers	19,611	28,331	0.69	238,509	60,247	79.8	2,446,810	3,132,540	27.37	23.93
Motor vehicle operators, except bus and truck drivers	20,511	29,547	0.69	6,435	40,812	13.6	2,453,245	3,173,352	27.44	24.24
Metal workers and plastic workers	25,492	36,437	0.70	124,526	733,919	14.5	2,577,771	3,907,271	28.84	29.84
Textile, apparel, furnishings workers	19,897	28,424	0.70	173,471	87,585	66.5	2,751,242	3,994,856	30.78	30.51
Building and grounds cleaning and maintenance occupations	19,505	27,837	0.70	283,337	584,805	32.6	3,034,579	4,579,661	33.95	34.98
Other transportation occupations	22,541	32,020	0.70	7,819	34,711	18.4	3,042,398	4,614,372	34.03	35.24
Supervisor and other personal care service workers except child care workers	22,384	31,469	0.71	104,004	62,993	62.3	3,146,402	4,677,365	35.20	35.72
Personal appearance workers	21,659	30,110	0.72	139,097	36,442	79.2	3,285,499	4,713,807	36.75	36.00
Business operations specialists	32,900	45,459	0.72	205,316	135,633	60.2	3,490,815	4,849,440	39.05	37.04
Rail and water transportation workers	36,555	50,449	0.72	2,025	55,959	3.5	3,492,840	4,905,399	39.07	37.47
Assemblers and fabricators	25,127	34,550	0.73	230,435	259,025	47.1	3,723,275	5,164,424	41.65	39.44
Farmers and farm managers	24,464	33,456	0.73	21,421	186,160	10.3	3,744,696	5,350,584	41.89	40.87
Waiters and waitresses	17,686	24,168	0.73	102,746	28,610	78.2	3,847,442	5,379,194	43.04	41.09
Bus drivers	24,660	33,668	0.73	33,849	55,129	38.0	3,881,291	5,434,323	43.42	41.51
Woodworkers	21,423	29,025	0.74	10,389	63,932	14.0	3,891,680	5,498,255	43.54	41.99
Driver/sales workers and truck drivers	27,175	36,759	0.74	41,225	992,549	4.0	3,932,905	6,490,798	44.00	49.58
Mathematical science occupations	42,924	57,428	0.75	4,105	2,418	62.9	3,937,010	6,493,216	44.04	49.59
Health technologists and technicians	25,903	34,592	0.75	175,934	37,265	82.5	4,112,944	6,530,481	46.01	49.88
Supervisors,transportation, and material moving workers	29,905	39,911	0.75	12,303	59,784	17.1	4,125,247	6,590,265	46.15	50.34
Engineers	38,003	50,372	0.75	9,817	62,089	13.7	4,135,064	6,652,354	46.26	50.81
Other office and administrative support	27,407	36,304	0.75	825,693	205,720	80.1	4,960,757	6,858,074	55.49	52.38
Accountants and auditors	31,011	41,007	0.76	66,821	11,278	85.6	5,027,578	6,869,352	56.24	52.47
Aircraft and traffic control occupations	44,265	58,473	0.76	998	9,283	9.7	5,028,576	6,876,635	56.25	52.54
Communications equipment operators	26,353	34,765	0.76	33,827	5,205	86.7	5,062,403	6,883,840	56.63	52.58
Laborers and material movers, hand	23,083	30,426	0.76	148,416	429,766	25.7	5,210,819	7,313,606	58.29	55.86
Other food preparation workers, including supervisors	21,018	27,639	0.76	93,336	99,844	48.3	5,304,155	7,413,450	59.34	56.62
Information and record clerks, except customer service representatives	24,096	31,638	0.76	375,875	51,521	88.0	5,680,030	7,464,971	63.54	57.02
Life,physical, and social science technicians	30,225	39,649	0.76	16,010	30,182	34.7	5,696,040	7,495,153	63.72	57.25
Customer service representatives	26,649	34,914	0.76	267,587	73,825	78.4	5,963,627	7,568,978	66.71	57.81
Teachers: preschool, kindergarten, elementary and middle school	17,054	22,317	0.76	28,364	703	97.6	5,991,991	7,569,681	67.03	57.82
Judges,magistrates, and other judicial workers	34,378	44,979	0.76	1,430	897	61.5	5,993,421	7,570,578	67.05	57.82
Financial clerks except bookkeeping, accounting, and auditing clerks	24,928	32,515	0.77	250,455	23,320	91.5	6,243,876	7,593,988	69.85	58.00
Drafters,engineering,and mapping technicians	31,945	41,663	0.77	21,205	97,005	17.9	6,265,081	7,690,903	70.09	58.74
Secretaries and administrative assistants	27,536	35,653	0.77	791,145	13,789	98.3	7,056,226	7,704,692	78.94	58.85
Construction trades workers except carpenters, electricians, painters	28,253	36,574	0.77	9,071	416,367	2.1	7,065,297	8,121,059	79.04	62.03
Electricians	32,064	41,464	0.77	4,078	195,327	2.1	7,069,375	8,316,386	79.08	63.52
Operations specialties managers, except financial managers	37,180	47,981	0.77	74,715	156,498	32.3	7,144,090	8,472,884	79.92	64.71
Food and beverage serving workers except waiters/waitresses	18,679	24,086	0.78	76,266	35,150	68.5	7,220,356	8,508,034	80.77	64.98
Fire fighting and prevention workers, including supervisors	34,661	44,659	0.78	1,576	57,528	2.7	7,221,932	8,565,562	80.79	65.42
Media and communications	32,342	41,666	0.78	18,223	28,985	38.6	7,240,155	8,594,547	80.99	65.64
Legal support workers	33,005	42,439	0.78	49,675	6,064	89.1	7,289,830	8,600,611	81.55	65.69
Entertainers and performers, sports, and related workers	35,224	45,290	0.78	5,817	16,062	26.6	7,295,647	8,616,673	81.61	65.81
Pipelayers, plumbers, pipefitters and steamfitters	31,878	40,454	0.79	2,255	172,988	1.3	7,297,902	8,789,661	81.64	67.13
Supervisors, construction and extraction workers	36,831	46,664	0.79	5,629	296,262	1.9	7,303,531	9,085,923	81.70	69.40
Painters and paperhangers	25,742	32,374	0.80	6,571	103,386	6.0	7,310,102	9,189,309	81.78	70.19
Computer specialists	40,301	50,427	0.80	57,300	86,944	39.7	7,367,402	9,276,253	82.42	70.85
Agricultural workers including supervisors	21,177	26,151	0.81	18,047	79,460	18.5	7,385,449	9,355,713	82.62	71.46
Other material moving workers	27,844	34,344	0.81	22,089	253,816	8.0	7,407,538	9,609,529	82.87	73.40
Counselors, social workers, and other community specialists	25,557	31,438	0.81	56,609	21,252	72.7	7,464,147	9,630,781	83.50	73.56
Cooks and food preparation workers	17,832	21,872	0.82	150,834	131,300	53.5	7,614,981	9,762,081	85.19	74.56
Law enforcement workers, including supervisors	31,413	38,264	0.82	42,807	188,915	18.5	7,657,788	9,950,996	85.67	76.00
Religious workers	23,537	28,642	0.82	6,561	16,605	28.3	7,664,349	9,967,601	85.74	76.13
Bookkeeping, accounting, auditing clerks	26,735	32,433	0.82	344,320	19,420	94.7	8,008,669	9,987,021	89.59	76.28
Plant and system operators	35,367	42,871	0.82	3,818	88,018	4.2	8,012,487	10,075,039	89.63	76.95
Material recording, scheduling, dispatching, and distributing workers	27,425	33,204	0.83	342,396	513,019	40.0	8,354,883	10,588,058	93.46	80.87
Constuction laborers	27,636	33,154	0.83	6,503	210,719	3.0	8,361,386	10,798,777	93.54	82.48
Other construction workers & helpers	29,831	35,678	0.84	3,837	95,388	3.9	8,365,223	10,894,165	93.58	83.21
Electrical equipment mechanics and other installation, maintenance and repair	33,212	39,682	0.84	50,725	909,613	5.3	8,415,948	11,803,778	94.15	90.16
Social scientists and related workers	37,303	44,441	0.84	2,293	1,582	59.2	8,418,241	11,805,360	94.17	90.17
Extraction workers	34,212	40,418	0.85	1,069	41,909	2.5	8,419,310	11,847,269	94.18	90.49
Carpenters	29,418	34,689	0.85	4,523	332,136	1.3	8,423,833	12,179,405	94.23	93.02
Nursing,psychiatric, and home health aides	21,862	25,773	0.85	314,165	40,281	88.6	8,737,998	12,219,686	97.75	93.33
Other healthcare support occupations	22,791	25,844	0.88	110,936	9,926	91.8	8,848,934	12,229,612	98.99	93.41
Vehicle and mobile equipment mechanics, installers, repairers	31,545	35,405	0.89	10,912	641,768	1.7	8,859,846	12,871,380	99.11	98.31
Occupational and physical therapist assistants and aides	22,891	25,156	0.91	3,309	774	81.0	8,863,155	12,872,154	99.15	98.32
Other protective service workers, including supervisors	25,885	28,346	0.91	40,411	139,108	22.5	8,903,566	13,011,262	99.60	99.38
Registered nurses	34,873	38,176	0.91	23,786	2,161	91.7	8,927,352	13,013,423	99.87	99.39
Fishing hunting and forestry occupations	32,406	33,894	0.96	992	32,492	3.0	8,928,344	13,045,915	99.88	99.64
Transportation, tourism, and lodging attendants	28,570	29,425	0.97	8,658	12,219	41.5	8,937,002	13,058,134	99.98	99.74
Armed forces	29,870	30,365	0.98	2,185	34,599	5.9	8,939,187	13,092,733	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Some College</b>										
Other teachers and instructors, education, training and library occupations	20,354	36,461	0.56	73,512	32,446	69.4	73,512	32,446	0.87	0.29
Teachers: preschool, kindergarten, elementary and middle school	19,446	32,286	0.60	63,349	8,380	88.3	136,861	40,826	1.62	0.37
Top executive	56,122	89,370	0.63	102,007	323,402	24.0	238,868	364,228	2.83	3.30
Teachers: secondary school	23,688	37,131	0.64	3,322	3,568	48.2	242,190	367,796	2.87	3.33
Other financial specialists	37,268	58,292	0.64	127,011	70,686	64.2	369,201	438,482	4.38	3.97
Farmers and farm managers	23,654	36,410	0.65	14,291	96,694	12.9	383,492	535,176	4.55	4.85
Other management occupations, except farmers and farm managers	38,144	58,701	0.65	387,719	598,144	39.3	771,211	1,133,320	9.15	10.27
Fishing hunting and forestry occupations	23,835	36,647	0.65	577	9,514	5.7	771,788	1,142,834	9.16	10.36
Advertising,marketing,promotions, public relations, and sales managers	45,475	69,905	0.65	86,221	112,231	43.4	858,009	1,255,065	10.18	11.37
Financial managers	41,763	62,970	0.66	128,515	53,531	70.6	986,524	1,308,596	11.71	11.86
Sales representatives, services, wholesale and manufacturing	39,001	58,538	0.67	232,292	432,560	34.9	1,218,816	1,741,156	14.46	15.78
Cashiers	21,542	32,198	0.67	101,455	44,343	69.6	1,320,271	1,785,499	15.67	16.18
Retail sales workers, except cashiers	27,695	41,112	0.67	158,637	296,472	34.9	1,478,908	2,081,971	17.55	18.87
Teachers: special education	19,625	29,077	0.67	2,581	413	86.2	1,481,489	2,082,384	17.58	18.87
Textile, apparel, furnishings workers	21,385	31,683	0.67	41,293	33,326	55.3	1,522,782	2,115,710	18.07	19.17
Food processing workers	22,690	33,365	0.68	14,981	39,262	27.6	1,537,763	2,154,972	18.25	19.53
Librarians,curators, and archivists	25,815	37,930	0.68	10,815	3,183	77.3	1,548,578	2,158,155	18.38	19.56
Other health diagnosing and treating practitioners, and technical occupations	29,348	42,782	0.69	11,920	10,462	53.3	1,560,498	2,168,617	18.52	19.65
Art and design workers	32,393	47,003	0.69	56,749	80,728	41.3	1,617,247	2,249,345	19.19	20.38
Building and grounds cleaning and maintenance occupations	21,751	31,426	0.69	85,058	280,726	23.3	1,702,305	2,530,071	20.20	22.93
Social scientists and related workers	39,997	57,778	0.69	5,492	5,847	48.4	1,707,797	2,535,918	20.27	22.98
Architects,surveyors, and cartographers	37,418	53,893	0.69	2,442	12,764	16.1	1,710,239	2,548,682	20.30	23.10
Other production occupations, including supervisors	29,822	42,803	0.70	189,722	596,517	24.1	1,899,961	3,145,199	22.55	28.50
Other sales and related occupations, including supervisors	35,911	51,326	0.70	405,095	652,865	38.3	2,305,056	3,798,064	27.35	34.42
Printing workers	26,117	37,262	0.70	15,782	58,127	21.4	2,320,838	3,856,191	27.54	34.95
Agricultural workers including supervisors	21,718	30,411	0.71	7,893	32,068	19.8	2,328,731	3,888,259	27.63	35.24
Woodworkers	22,509	31,513	0.71	3,321	26,596	11.1	2,332,052	3,914,855	27.67	35.48
Child care workers	17,858	24,964	0.72	117,179	5,408	95.6	2,449,231	3,920,263	29.06	35.53
Metal workers and plastic workers	28,913	40,240	0.72	41,335	357,339	10.4	2,490,566	4,277,602	29.56	38.77
Bus drivers	26,841	36,824	0.73	18,152	37,382	32.7	2,508,718	4,314,984	29.77	39.10
Postsecondary teachers	30,508	41,809	0.73	13,497	17,528	43.5	2,522,215	4,332,512	29.93	39.26
Personal appearance workers	22,717	31,107	0.73	93,529	26,107	78.2	2,615,744	4,358,619	31.04	39.50
Other food preparation workers, including supervisors	24,166	33,022	0.73	50,235	76,019	39.8	2,665,979	4,434,638	31.64	40.19
Supervisor and other personal care service workers except child care workers	24,954	34,047	0.73	82,464	63,914	56.3	2,748,443	4,498,552	32.62	40.77
Other office and administrative support	29,625	39,927	0.74	856,660	276,396	75.6	3,605,103	4,774,948	42.78	43.27
Business operations specialists	37,091	49,842	0.74	315,918	239,074	56.9	3,921,021	5,014,022	46.53	45.44
Communications equipment operators	25,993	34,606	0.75	25,461	7,200	78.0	3,946,482	5,021,222	46.83	45.50
Assemblers and fabricators	28,229	37,355	0.76	75,693	127,828	37.2	4,022,175	5,149,050	47.73	46.66
Other transportation occupations	28,435	37,463	0.76	4,349	23,378	15.7	4,026,524	5,172,428	47.78	46.87
Painters and paperhangers	25,880	34,096	0.76	3,600	45,154	7.4	4,030,124	5,217,582	47.82	47.28
Information and record clerks, except customer service representatives	25,717	33,874	0.76	350,490	70,661	83.2	4,380,614	5,288,243	51.98	47.92
Motor vehicle operators, except bus and truck drivers	23,201	30,501	0.76	3,401	25,426	11.8	4,384,015	5,313,669	52.02	48.15
Aircraft and traffic control occupations	50,554	65,743	0.77	2,864	29,544	8.8	4,386,879	5,343,213	52.06	48.42
Driver/sales workers and truck drivers	29,509	38,356	0.77	23,082	428,379	5.1	4,409,961	5,771,592	52.33	52.30
Waiters and waitresses	19,323	25,095	0.77	63,419	29,597	64.3	4,473,380	5,801,189	53.08	52.57
Entertainers and performers, sports, and related workers	38,957	50,555	0.77	11,989	36,665	24.6	4,485,369	5,837,854	53.23	52.91
Secretaries and administrative assistants	29,056	37,605	0.77	904,577	24,903	97.3	5,389,946	5,862,757	63.96	53.13
Rail and water transportation workers	40,602	52,367	0.78	2,259	41,681	5.1	5,392,205	5,904,438	63.99	53.51
Financial clerks except bookkeeping, accounting, and auditing clerks	26,335	33,702	0.78	228,099	35,190	86.6	5,620,304	5,939,628	66.70	53.83
Supervisors, construction and extraction workers	40,252	51,481	0.78	5,459	192,602	2.8	5,625,763	6,132,230	66.76	55.57
Customer service representatives	28,640	36,577	0.78	290,838	115,862	71.5	5,916,601	6,248,092	70.21	56.62
Laborers and material movers, hand	25,925	33,092	0.78	45,279	175,368	20.5	5,961,880	6,423,460	70.75	58.21
Mathematical science occupations	43,984	56,008	0.79	11,168	8,928	55.6	5,973,048	6,432,388	70.88	58.29
Life & physical scientists	37,535	47,712	0.79	3,937	14,101	21.8	5,976,985	6,446,489	70.93	58.42
Operations specialties managers, except financial managers	43,843	55,538	0.79	123,741	234,045	34.6	6,100,726	6,680,534	72.40	60.54
Engineers	43,930	55,433	0.79	18,174	166,755	9.8	6,118,900	6,847,289	72.61	62.05
Accountants and auditors	34,549	43,559	0.79	122,108	35,797	77.3	6,241,008	6,883,086	74.06	62.38
Food and beverage serving workers except waiters/waitresses	19,869	24,990	0.80	33,216	30,915	51.8	6,274,224	6,914,001	74.45	62.66
Supervisors,transportation, and material moving workers	35,089	44,086	0.80	10,902	49,509	18.0	6,285,126	6,963,510	74.58	63.11
Life,physical, and social science technicians	34,862	43,701	0.80	16,479	34,992	32.0	6,301,605	6,998,502	74.78	63.42
Media and communications	37,363	46,700	0.80	39,624	70,978	35.8	6,341,229	7,069,480	75.25	64.07
Drafters,engineering,and mapping technicians	35,114	43,783	0.80	29,522	176,571	14.3	6,370,751	7,246,051	75.60	65.67
Cooks and food preparation workers	18,870	23,478	0.80	45,287	59,373	43.3	6,416,038	7,305,424	76.14	66.21
Carpenters	29,549	36,715	0.80	2,793	166,801	1.6	6,418,831	7,472,225	76.17	67.72
Construction trades workers except carpenters, electricians, painters	32,312	40,144	0.80	4,471	160,944	2.7	6,423,302	7,633,169	76.22	69.18
Computer specialists	44,406	54,820	0.81	152,360	343,110	30.8	6,575,662	7,976,279	78.03	72.28
Legal support workers	35,629	43,898	0.81	91,759	14,087	86.7	6,667,421	7,990,366	79.12	72.41
Other healthcare support occupations	24,725	30,405	0.81	143,966	14,672	90.8	6,811,387	8,005,038	80.83	72.55
Other construction workers & helpers	33,112	40,574	0.82	3,597	54,649	6.2	6,814,984	8,059,687	80.87	73.04
Health technologists and technicians	29,788	36,327	0.82	334,829	98,670	77.2	7,149,813	8,158,357	84.85	73.93
Law enforcement workers, including supervisors	36,278	44,206	0.82	69,340	348,843	16.6	7,219,153	8,507,200	85.67	77.10
Pipelayers, plumbers, pipefitters and steamfitters	36,181	43,973	0.82	1,669	91,252	1.8	7,220,822	8,598,452	85.69	77.92
Fire fighting and prevention workers, including supervisors	41,101	49,938	0.82	3,600	114,610	3.0	7,224,422	8,713,062	85.73	78.96
Judges,magistrates, and other judicial workers	40,654	49,378	0.82	3,184	2,149	59.7	7,227,606	8,715,211	85.77	78.98
Bookkeeping, accounting, auditing clerks	28,383	34,283	0.83	388,409	43,222	90.0	7,616,015	8,758,433	90.38	79.37
Religious workers	25,702	30,754	0.84	12,284	34,614	26.2	7,628,299	8,793,047	90.52	79.69
Other material moving workers	30,477	36,460	0.84	8,233	85,427	8.8	7,636,532	8,878,474	90.62	80.46
Material recording, scheduling, dispatching, and distributing workers	30,656	36,311	0.84	243,805	414,420	37.0	7,880,337	9,292,894	93.51	84.22
Nursing,psychiatric, and home health aides	23,005	27,081	0.85	180,142	37,772	82.7	8,060,479	9,330,666	95.65	84.56
Therapists	33,897	39,826	0.85	13,849	8,622	61.6	8,074,328	9,339,288	95.82	84.64
Electricians	37,983	44,368	0.86	3,713	173,820	2.1	8,078,041	9,513,108	95.86	86.21
Constuction laborers	30,940	35,752	0.87	3,291	85,207	3.7	8,081,332	9,598,315	95.90	86.98
Counselors, social workers, and other community specialists	27,986	32,228	0.87	92,542	41,689	68.9	8,173,874	9,640,004	97.00	87.36
Plant and system operators	41,309	47,482	0.87	3,703	71,320	4.9	8,177,577	9,711,324	97.04	88.01
Electrical equipment mechanics and other installation, maintenance and repair	38,304	43,196	0.89	49,105	731,658	6.3	8,226,682	10,442,982	97.62	94.64
Vehicle and mobile equipment mechanics, installers, repairers	34,410	38,701	0.89	7,732	348,305	2.2	8,234,414	10,791,287	97.72	97.80
Other protective service workers, including supervisors	30,097	33,278	0.90	35,791	131,653	21.4	8,270,205	10,922,940	98.14	98.99
Occupational and physical therapist assistants and aides	24,622	27,178	0.91	3,583	1,676	68.1	8,273,788	10,924,616	98.18	99.00
Extraction workers	39,227	42,433	0.92	898	17,399	4.9	8,274,686	10,942,015	98.19	99.16
Registered nurses	42,796	45,558	0.94	129,441	10,310	92.6	8,404,127	10,952,325	99.73	99.26
Armed forces	29,216	30,904	0.95	6,596	68,583	8.8	8,410,723	11,020,908	99.81	99.88
Transportation, tourism, and lodging attendants	31,616	30,976	1.02	16,146	13,621	54.2	8,426,869	11,034,529	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Associate's Degree</b>										
Other teachers and instructors, education, training and library occupations	22,337	36,891	0.61	21,694	12,660	63.1	21,694	12,660	0.71	0.36
Teachers: preschool, kindergarten, elementary and middle school	20,916	33,661	0.62	32,158	4,602	87.5	53,852	17,262	1.76	0.49
Other health diagnosing and treating practitioners, and technical occupations	32,618	51,666	0.63	7,183	5,692	55.8	61,035	22,954	1.99	0.66
Advertising,marketing,promotions, public relations, and sales managers	43,899	68,231	0.64	27,579	36,423	43.1	88,614	59,377	2.89	1.70
Teachers: secondary school	24,242	37,210	0.65	1,671	1,771	48.5	90,285	61,148	2.94	1.75
Top executive	56,902	85,268	0.67	28,367	88,259	24.3	118,652	149,407	3.87	4.28
Other management occupations, except farmers and farm managers	39,240	58,588	0.67	136,807	195,065	41.2	255,459	344,472	8.33	9.86
Building and grounds cleaning and maintenance occupations	22,307	33,276	0.67	18,541	71,268	20.6	274,000	415,740	8.93	11.90
Other transportation occupations	26,313	38,908	0.68	1,000	5,997	14.3	275,000	421,737	8.97	12.07
Financial managers	41,357	60,760	0.68	37,364	18,755	66.6	312,364	440,492	10.18	12.61
Child care workers	18,947	27,823	0.68	31,759	1,771	94.7	344,123	442,263	11.22	12.66
Cashiers	21,955	32,015	0.69	21,700	11,694	65.0	365,823	453,957	11.93	12.99
Sales representatives, services, wholesale and manufacturing	40,191	57,996	0.69	68,813	119,849	36.5	434,636	573,806	14.17	16.42
Food processing workers	23,490	33,815	0.69	3,489	8,396	29.4	438,125	582,202	14.29	16.67
Retail sales workers, except cashiers	29,533	42,352	0.70	41,324	75,166	35.5	479,449	657,368	15.63	18.82
Other financial specialists	37,958	53,863	0.70	37,669	23,068	62.0	517,118	680,436	16.86	19.48
Architects,surveyors, and cartographers	36,513	51,193	0.71	1,481	7,321	16.8	518,599	687,757	16.91	19.69
Other production occupations, including supervisors	31,512	44,037	0.72	46,340	161,720	22.3	564,939	849,477	18.42	24.32
Motor vehicle operators, except bus and truck drivers	21,168	29,519	0.72	657	6,831	8.8	565,596	856,308	18.44	24.51
Librarians,curators, and archivists	26,021	35,928	0.72	4,090	1,015	80.1	569,686	857,323	18.57	24.54
Other food preparation workers, including supervisors	26,349	36,342	0.73	13,975	33,205	29.6	583,661	890,528	19.03	25.49
Assemblers and fabricators	27,177	37,443	0.73	14,501	30,418	32.3	598,162	920,946	19.50	26.36
Textile, apparel, furnishings workers	23,189	31,926	0.73	9,852	7,724	56.1	608,014	928,670	19.82	26.58
Other sales and related occupations, including supervisors	36,917	50,648	0.73	108,804	173,577	38.5	716,818	1,102,247	23.37	31.55
Supervisors, construction and extraction workers	37,423	51,003	0.73	1,255	44,087	2.8	718,073	1,146,334	23.41	32.81
Supervisor and other personal care service workers except child care workers	25,482	34,725	0.73	22,154	16,981	56.6	740,227	1,163,315	24.14	33.30
Farmers and farm managers	24,962	33,991	0.73	4,192	29,764	12.3	744,419	1,193,079	24.27	34.15
Metal workers and plastic workers	30,274	41,089	0.74	8,270	86,080	8.8	752,689	1,279,159	24.54	36.61
Other office and administrative support	30,141	40,889	0.74	240,986	87,036	73.5	993,675	1,366,195	32.40	39.11
Art and design workers	34,954	47,261	0.74	31,318	44,665	41.2	1,024,993	1,410,860	33.42	40.38
Customer service representatives	28,706	38,762	0.74	75,264	35,029	68.2	1,100,257	1,445,889	35.87	41.39
Agricultural workers including supervisors	22,263	30,058	0.74	2,232	8,826	20.2	1,102,489	1,454,715	35.95	41.64
Cooks and food preparation workers	19,054	25,683	0.74	10,075	14,614	40.8	1,112,564	1,469,329	36.28	42.06
Bus drivers	26,917	36,103	0.75	2,962	8,365	26.1	1,115,526	1,477,694	36.37	42.30
Painters and paperhangers	27,388	36,512	0.75	623	8,955	6.5	1,116,149	1,486,649	36.39	42.55
Information and record clerks, except customer service representatives	26,125	34,791	0.75	95,069	20,217	82.5	1,211,218	1,506,866	39.49	43.13
Judges,magistrates, and other judicial workers	40,064	52,843	0.76	804	616	56.6	1,212,022	1,507,482	39.52	43.15
Constuction laborers	27,508	36,221	0.76	793	16,357	4.6	1,212,815	1,523,839	39.54	43.62
Accountants and auditors	33,040	43,491	0.76	95,961	30,306	76.0	1,308,776	1,554,145	42.67	44.49
Other healthcare support occupations	25,059	32,914	0.76	48,912	4,393	91.8	1,357,688	1,558,538	44.27	44.61
Supervisors,transportation, and material moving workers	36,000	47,268	0.76	2,609	11,581	18.4	1,360,297	1,570,119	44.35	44.94
Printing workers	27,803	36,459	0.76	4,306	13,211	24.6	1,364,603	1,583,330	44.49	45.32
Postsecondary teachers	37,425	49,074	0.76	100,129	78,243	56.1	1,464,732	1,661,573	47.76	47.56
Business operations specialists	31,363	41,125	0.76	7,165	9,710	42.5	1,471,897	1,671,283	47.99	47.84
Legal support workers	35,672	46,463	0.77	49,056	5,826	89.4	1,520,953	1,677,109	49.59	48.01
Other construction workers & helpers	32,541	42,377	0.77	1,349	14,342	8.6	1,522,302	1,691,451	49.64	48.42
Social scientists and related workers	39,773	51,582	0.77	2,332	2,355	49.8	1,524,634	1,693,806	49.71	48.48
Woodworkers	25,982	33,621	0.77	716	6,200	10.4	1,525,350	1,700,006	49.73	48.66
Driver/sales workers and truck drivers	29,781	38,257	0.78	4,802	80,480	5.6	1,530,152	1,780,486	49.89	50.96
Personal appearance workers	23,244	29,661	0.78	21,129	5,220	80.2	1,551,281	1,785,706	50.58	51.11
Operations specialties managers, except financial managers	44,965	57,347	0.78	41,912	81,004	34.1	1,593,193	1,866,710	51.95	53.43
Engineers	43,564	55,474	0.79	10,149	121,781	7.7	1,603,342	1,988,491	52.28	56.92
Financial clerks except bookkeeping, accounting, and auditing clerks	26,583	33,809	0.79	58,414	10,171	85.2	1,661,756	1,998,662	54.18	57.21
Waiters and waitresses	19,876	25,026	0.79	11,780	6,979	62.8	1,673,536	2,005,641	54.57	57.41
Media and communications	35,346	44,389	0.80	14,255	25,366	36.0	1,687,791	2,031,007	55.03	58.14
Communications equipment operators	27,128	34,065	0.80	5,213	2,175	70.6	1,693,004	2,033,182	55.20	58.20
Rail and water transportation workers	42,620	52,882	0.81	588	8,275	6.6	1,693,592	2,041,457	55.22	58.43
Construction trades workers except carpenters, electricians, painters	33,282	41,222	0.81	822	29,772	2.7	1,694,414	2,071,229	55.25	59.29
Laborers and material movers, hand	26,966	33,239	0.81	8,627	35,360	19.6	1,703,041	2,106,589	55.53	60.30
Secretaries and administrative assistants	29,076	35,520	0.82	277,539	7,160	97.5	1,980,580	2,113,749	64.58	60.50
Food and beverage serving workers except waiters/waitresses	20,626	25,152	0.82	7,096	6,404	52.6	1,987,676	2,120,153	64.81	60.69
Drafters,engineering,and mapping technicians	35,376	43,046	0.82	17,932	121,054	12.9	2,005,608	2,241,207	65.39	64.15
Life,physical, and social science technicians	35,764	43,484	0.82	7,941	14,447	35.5	2,013,549	2,255,654	65.65	64.57
Law enforcement workers, including supervisors	38,886	47,179	0.82	22,383	126,483	15.0	2,035,932	2,382,137	66.38	68.19
Religious workers	25,597	30,976	0.83	3,687	11,734	23.9	2,039,619	2,393,871	66.50	68.52
Health technologists and technicians	33,149	40,040	0.83	165,658	53,495	75.6	2,205,277	2,447,366	71.90	70.05
Carpenters	30,261	36,534	0.83	612	34,808	1.7	2,205,889	2,482,174	71.92	71.05
Fire fighting and prevention workers, including supervisors	45,315	54,503	0.83	1,525	45,333	3.3	2,207,414	2,527,507	71.97	72.35
Bookkeeping, accounting, auditing clerks	27,337	32,720	0.84	86,657	10,839	88.9	2,294,071	2,538,346	74.80	72.66
Material recording, scheduling, dispatching, and distributing workers	31,432	37,365	0.84	57,332	102,006	36.0	2,351,403	2,640,352	76.67	75.58
Computer specialists	45,362	53,857	0.84	73,949	178,970	29.2	2,425,352	2,819,322	79.08	80.70
Life & physical scientists	37,779	44,797	0.84	3,146	9,067	25.8	2,428,498	2,828,389	79.18	80.96
Nursing,psychiatric, and home health aides	25,116	29,516	0.85	38,520	9,078	80.9	2,467,018	2,837,467	80.44	81.22
Aircraft and traffic control occupations	52,274	61,369	0.85	970	11,582	7.7	2,467,988	2,849,049	80.47	81.55
Plant and system operators	40,139	47,063	0.85	1,235	19,327	6.0	2,469,223	2,868,376	80.51	82.10
Entertainers and performers, sports, and related workers	36,332	42,582	0.85	3,516	9,643	26.7	2,472,739	2,878,019	80.63	82.38
Mathematical science occupations	46,300	54,056	0.86	4,178	3,918	51.6	2,476,917	2,881,937	80.76	82.49
Other protective service workers, including supervisors	30,910	36,041	0.86	9,813	37,519	20.7	2,486,730	2,919,456	81.08	83.57
Vehicle and mobile equipment mechanics, installers, repairers	34,392	39,849	0.86	2,269	120,761	1.8	2,488,999	3,040,217	81.16	87.02
Counselors, social workers, and other community specialists	28,232	32,399	0.87	39,546	16,375	70.7	2,528,545	3,056,592	82.44	87.49
Therapists	36,003	41,245	0.87	27,364	16,427	62.5	2,555,909	3,073,019	83.34	87.96
Electrical equipment mechanics and other installation, maintenance and repair	37,986	43,487	0.87	15,769	253,609	5.9	2,571,678	3,326,628	83.85	95.22
Electricians	41,012	46,519	0.88	1,428	57,260	2.4	2,573,106	3,383,888	83.90	96.86
Occupational and physical therapist assistants and aides	31,922	35,602	0.90	11,482	3,539	76.4	2,584,588	3,387,427	84.27	96.96
Registered nurses	41,490	45,805	0.91	472,724	46,169	91.1	3,057,312	3,433,596	99.69	98.28
Armed forces	30,603	33,607	0.91	2,664	21,190	11.2	3,059,976	3,454,786	99.77	98.89
Pipelayers, plumbers, pipefitters and steamfitters	41,485	43,216	0.96	472	19,843	2.3	3,060,448	3,474,629	99.79	99.46
Transportation, tourism, and lodging attendants	31,954	32,465	0.98	4,959	3,375	59.5	3,065,407	3,478,004	99.95	99.55
Other material moving workers	36,612	36,273	1.01	1,554	15,548	9.1	3,066,961	3,493,552	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Bachelor's Degree</b>										
Top executive	78,085	124,936	0.63	117,743	528,494	18.2	117,743	528,494	1.88	5.52
Secretaries and administrative assistants	32,021	50,661	0.63	232,206	21,449	91.5	349,949	549,943	5.60	5.75
Other financial specialists	50,732	79,606	0.64	109,323	229,357	32.3	459,272	779,300	7.35	8.14
Other management occupations, except farmers and farm managers	51,069	79,524	0.64	413,896	790,705	34.4	873,168	1,570,005	13.97	16.41
Advertising,marketing,promotions, public relations, and sales managers	58,488	89,736	0.65	177,180	277,494	39.0	1,050,348	1,847,499	16.80	19.31
Child care workers	21,535	32,976	0.65	37,457	3,721	91.0	1,087,805	1,851,220	17.40	19.34
Physicians and surgeons	110,291	166,672	0.66	3,703	9,938	27.2	1,091,508	1,861,158	17.46	19.45
Building and grounds cleaning and maintenance occupations	24,355	36,445	0.67	18,431	73,895	20.0	1,109,939	1,935,053	17.76	20.22
Lawyers	82,751	123,739	0.67	5,625	14,037	28.6	1,115,564	1,949,090	17.85	20.37
Financial managers	58,688	87,752	0.67	122,167	196,394	38.4	1,237,731	2,145,484	19.80	22.42
Farmers and farm managers	27,600	40,937	0.67	8,748	71,890	10.9	1,246,479	2,217,374	19.94	23.17
Textile, apparel, furnishings workers	25,491	37,702	0.68	9,891	9,321	51.5	1,256,370	2,226,695	20.10	23.27
Accountants and auditors	45,431	66,968	0.68	344,429	388,208	47.0	1,600,799	2,614,903	25.61	27.32
Other sales and related occupations, including supervisors	49,789	72,952	0.68	256,546	586,678	30.4	1,857,345	3,201,581	29.71	33.46
Other office and administrative support	36,104	52,550	0.69	312,959	219,818	58.7	2,170,304	3,421,399	34.72	35.75
Other teachers and instructors, education, training and library occupations	30,138	43,750	0.69	50,959	34,152	59.9	2,221,263	3,455,551	35.53	36.11
Sales representatives, services, wholesale and manufacturing	58,320	84,003	0.69	230,898	690,985	25.1	2,452,161	4,146,536	39.23	43.33
Food processing workers	23,889	34,407	0.69	2,828	6,813	29.3	2,454,989	4,153,349	39.27	43.40
Architects,surveyors, and cartographers	44,846	63,513	0.71	14,166	81,183	14.9	2,469,155	4,234,532	39.50	44.25
Fishing hunting and forestry occupations	28,842	40,790	0.71	301	3,282	8.4	2,469,456	4,237,814	39.50	44.28
Retail sales workers, except cashiers	41,577	58,740	0.71	85,150	198,288	30.0	2,554,606	4,436,102	40.87	46.36
Information and record clerks, except customer service representatives	30,773	43,461	0.71	109,400	54,079	66.9	2,664,006	4,490,181	42.62	46.92
Financial clerks except bookkeeping, accounting, and auditing clerks	30,445	42,871	0.71	53,908	25,376	68.0	2,717,914	4,515,557	43.48	47.19
Cashiers	30,264	42,606	0.71	22,721	24,673	47.9	2,740,635	4,540,230	43.84	47.44
Business operations specialists	48,182	67,537	0.71	332,405	374,631	47.0	3,073,040	4,914,861	49.16	51.36
Judges,magistrates, and other judicial workers	50,720	70,212	0.72	3,902	5,020	43.7	3,076,942	4,919,881	49.22	51.41
Agricultural workers including supervisors	27,787	38,333	0.72	3,986	16,018	19.9	3,080,928	4,935,899	49.29	51.58
Other healthcare support occupations	29,094	39,712	0.73	24,086	7,206	77.0	3,105,014	4,943,105	49.67	51.65
Other health diagnosing and treating practitioners, and technical occupations	53,569	73,075	0.73	63,927	81,894	43.8	3,168,941	5,024,999	50.69	52.51
Supervisor and other personal care service workers except child care workers	30,093	40,997	0.73	43,723	45,527	49.0	3,212,664	5,070,526	51.39	52.98
Bookkeeping, accounting, auditing clerks	31,803	43,300	0.73	81,523	28,877	73.8	3,294,187	5,099,403	52.70	53.29
Communications equipment operators	30,041	40,638	0.74	4,256	2,955	59.0	3,298,443	5,102,358	52.77	53.32
Mathematical science occupations	55,036	74,326	0.74	20,217	30,565	39.8	3,318,660	5,132,923	53.09	53.64
Customer service representatives	36,272	48,928	0.74	114,557	93,978	54.9	3,433,217	5,226,901	54.92	54.62
Supervisors, construction and extraction workers	45,857	61,269	0.75	2,440	57,969	4.0	3,435,657	5,284,870	54.96	55.22
Other production occupations, including supervisors	39,784	52,436	0.76	59,590	191,409	23.7	3,495,247	5,476,279	55.91	57.22
Other food preparation workers, including supervisors	32,694	42,981	0.76	14,996	31,742	32.1	3,510,243	5,508,021	56.15	57.56
Constuction laborers	32,992	43,288	0.76	932	19,200	4.6	3,511,175	5,527,221	56.17	57.76
Rail and water transportation workers	45,576	59,357	0.77	846	12,097	6.5	3,512,021	5,539,318	56.18	57.88
Legal support workers	41,392	53,688	0.77	67,667	23,391	74.3	3,579,688	5,562,709	57.26	58.13
Social scientists and related workers	49,117	63,562	0.77	24,095	30,313	44.3	3,603,783	5,593,022	57.65	58.44
Assemblers and fabricators	28,946	37,455	0.77	10,112	22,802	30.7	3,613,895	5,615,824	57.81	58.68
Personal appearance workers	26,990	34,887	0.77	9,894	3,784	72.3	3,623,789	5,619,608	57.97	58.72
Art and design workers	42,214	54,297	0.78	104,416	110,530	48.6	3,728,205	5,730,138	59.64	59.88
Laborers and material movers, hand	27,813	35,680	0.78	6,940	31,553	18.0	3,735,145	5,761,691	59.75	60.21
Aircraft and traffic control occupations	60,404	77,012	0.78	4,226	65,708	6.0	3,739,371	5,827,399	59.82	60.89
Therapists	46,656	59,026	0.79	67,046	31,337	68.2	3,806,417	5,858,736	60.89	61.22
Operations specialties managers, except financial managers	58,557	73,688	0.79	146,571	307,502	32.3	3,952,988	6,166,238	63.24	64.43
Printing workers	30,272	38,050	0.80	4,125	12,053	25.5	3,957,113	6,178,291	63.30	64.56
Postsecondary teachers	36,443	45,757	0.80	41,141	43,984	48.3	3,998,254	6,222,275	63.96	65.02
Nursing,psychiatric, and home health aides	28,026	34,934	0.80	27,943	11,579	70.7	4,026,197	6,233,854	64.41	65.14
Construction trades workers except carpenters, electricians, painters	48,784	60,567	0.81	30,668	67,761	31.2	4,056,865	6,301,615	64.90	65.85
Entertainers and performers, sports, and related workers	35,069	43,539	0.81	575	20,442	2.7	4,057,440	6,322,057	64.91	66.06
Food and beverage serving workers except waiters/waitresses	23,080	28,627	0.81	6,434	11,567	35.7	4,063,874	6,333,624	65.01	66.18
Drafters,engineering,and mapping technicians	37,429	46,343	0.81	14,675	55,690	20.9	4,078,549	6,389,314	65.25	66.77
Engineers	54,114	66,887	0.81	67,663	666,634	9.2	4,146,212	7,055,948	66.33	73.73
Health technologists and technicians	39,001	48,018	0.81	118,034	59,575	66.5	4,264,246	7,115,523	68.22	74.35
Bus drivers	30,607	37,656	0.81	1,633	8,204	16.6	4,265,879	7,123,727	68.24	74.44
Supervisors,transportation, and material moving workers	43,251	52,822	0.82	3,821	21,168	15.3	4,269,700	7,144,895	68.30	74.66
Media and communications	46,057	55,978	0.82	122,123	154,863	44.1	4,391,823	7,299,758	70.26	76.28
Metal workers and plastic workers	33,785	40,911	0.83	4,463	35,615	11.1	4,396,286	7,335,373	70.33	76.65
Painters and paperhangers	30,246	36,583	0.83	1,404	11,890	10.6	4,397,690	7,347,263	70.35	76.78
Fire fighting and prevention workers, including supervisors	46,455	56,154	0.83	1,905	33,131	5.4	4,399,595	7,380,394	70.38	77.12
Waiters and waitresses	22,399	26,968	0.83	14,840	13,721	52.0	4,414,435	7,394,115	70.62	77.27
Life & physical scientists	43,349	52,096	0.83	50,249	111,975	31.0	4,464,684	7,506,090	71.42	78.44
Computer specialists	55,524	66,429	0.84	267,987	733,985	26.8	4,732,671	8,240,075	75.71	86.11
Cooks and food preparation workers	22,388	26,710	0.84	8,210	14,749	35.8	4,740,881	8,254,824	75.84	86.26
Woodworkers	26,639	31,687	0.84	687	7,323	8.6	4,741,568	8,262,147	75.85	86.34
Religious workers	28,618	33,541	0.85	17,938	71,577	20.0	4,759,506	8,333,724	76.14	87.08
Life,physical, and social science technicians	36,301	42,355	0.86	17,955	25,549	41.3	4,777,461	8,359,273	76.43	87.35
Registered nurses	47,566	55,379	0.86	478,256	55,653	89.6	5,255,717	8,414,926	84.08	87.93
Plant and system operators	45,644	53,138	0.86	1,386	16,432	7.8	5,257,103	8,431,358	84.10	88.10
Law enforcement workers, including supervisors	45,301	52,658	0.86	37,439	191,433	16.4	5,294,542	8,622,791	84.70	90.10
Counselors, social workers, and other community specialists	32,005	36,943	0.87	240,890	116,353	67.4	5,535,432	8,739,144	88.55	91.32
Material recording, scheduling, dispatching, and distributing workers	36,192	41,756	0.87	65,892	135,114	32.8	5,601,324	8,874,258	89.61	92.73
Driver/sales workers and truck drivers	36,092	41,527	0.87	3,813	65,972	5.5	5,605,137	8,940,230	89.67	93.42
Teachers: secondary school	33,832	38,797	0.87	74,267	69,685	51.6	5,679,404	9,009,915	90.85	94.15
Motor vehicle operators, except bus and truck drivers	27,989	32,083	0.87	529	11,980	4.2	5,679,933	9,021,895	90.86	94.27
Armed forces	38,870	44,286	0.88	3,894	38,296	9.2	5,683,827	9,060,191	90.92	94.67
Teachers: preschool, kindergarten, elementary and middle school	32,960	37,539	0.88	468,013	148,762	75.9	6,151,840	9,208,953	98.41	96.23
Librarians,curators, and archivists	32,932	37,310	0.88	22,233	8,118	73.3	6,174,073	9,217,071	98.77	96.31
Pipelayers, plumbers, pipefitters and steamfitters	40,890	46,248	0.88	382	10,964	3.4	6,174,455	9,228,035	98.77	96.43
Other construction workers & helpers	39,761	44,776	0.89	1,353	15,202	8.2	6,175,808	9,243,237	98.80	96.59
Vehicle and mobile equipment mechanics, installers, repairers	37,227	41,761	0.89	1,195	38,104	3.0	6,177,003	9,281,341	98.81	96.99
Other protective service workers, including supervisors	39,725	44,467	0.89	16,990	60,126	22.0	6,193,993	9,341,467	99.09	97.61
Teachers: special education	32,702	36,447	0.90	20,791	4,668	81.7	6,214,784	9,346,135	99.42	97.66
Other material moving workers	37,476	41,117	0.91	1,189	10,119	10.5	6,215,973	9,356,254	99.44	97.77
Other transportation occupations	39,899	43,772	0.91	1,291	7,045	15.5	6,217,264	9,363,299	99.46	97.84
Electrical equipment mechanics and other installation, maintenance and repair	43,825	46,516	0.94	16,275	139,041	10.5	6,233,539	9,502,340	99.72	99.30
Electricians	43,720	46,139	0.95	783	20,914	3.6	6,234,322	9,523,254	99.73	99.51
Transportation, tourism, and lodging attendants	35,748	38,614	0.97	13,251	7,694	63.3	6,247,573	9,530,948	99.94	99.59
Carpenters	39,494	38,161	1.03	746	37,277	2.0	6,248,319	9,568,225	99.96	99.98
Occupational and physical therapist assistants and aides	31,959	30,718	1.04	2,806	1,572	64.1	6,251,125	9,569,797	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Master's Degree</b>										
Food processing workers	22,760	57,021	0.40	423	954	30.7	423	954	0.02	0.03
Physicians and surgeons	76,180	127,133	0.60	4,600	7,125	39.2	5,023	8,079	0.22	0.25
Secretaries and administrative assistants	36,327	60,042	0.61	28,784	6,070	82.6	33,807	14,149	1.49	0.43
Textile, apparel, furnishings workers	26,765	43,162	0.62	1,461	1,504	49.3	35,268	15,653	1.56	0.48
Bookkeeping, accounting, auditing clerks	37,173	59,405	0.63	8,305	5,122	61.9	43,573	20,775	1.92	0.64
Top executive	95,530	148,292	0.64	48,917	220,975	18.1	92,490	241,750	4.08	7.39
Printing workers	28,967	44,749	0.65	438	1,413	23.7	92,928	243,163	4.10	7.44
Financial managers	84,050	129,547	0.65	36,129	92,121	28.2	129,057	335,284	5.89	10.25
Cashiers	28,694	43,900	0.65	3,066	3,573	46.2	132,123	338,857	5.83	10.36
Information and record clerks, except customer service representatives	37,295	56,408	0.66	16,587	12,611	56.8	148,710	351,468	6.56	10.75
Sales representatives, services, wholesale and manufacturing	77,465	116,818	0.66	35,180	119,720	22.7	183,890	471,188	8.11	14.41
Other sales and related occupations, including supervisors	59,131	87,989	0.67	49,454	113,579	30.3	233,344	584,767	10.30	17.88
Other office and administrative support	44,817	66,550	0.67	54,432	54,309	50.1	287,776	639,076	12.70	19.54
Other management occupations, except farmers and farm managers	60,792	89,952	0.68	257,422	413,050	38.4	545,198	1,052,126	24.05	32.18
Business operations specialists	63,048	93,023	0.68	96,945	146,122	39.9	642,143	1,198,248	28.33	36.65
Accountants and auditors	56,924	83,119	0.68	67,827	118,982	36.3	709,970	1,317,230	31.32	40.28
Other financial specialists	78,548	114,643	0.69	27,095	78,421	25.7	737,065	1,395,651	32.52	42.68
Other health diagnosing and treating practitioners, and technical occupations	51,372	74,818	0.69	19,687	19,365	50.4	756,752	1,415,016	33.39	43.28
Supervisor and other personal care service workers except child care workers	34,036	49,559	0.69	9,111	9,569	48.8	765,863	1,424,585	33.79	43.57
Assemblers and fabricators	27,450	39,903	0.69	1,383	3,204	30.2	767,246	1,427,789	33.85	43.67
Building and grounds cleaning and maintenance occupations	26,164	37,953	0.69	3,212	10,094	24.1	770,458	1,437,883	33.99	43.97
Lawyers	87,064	125,750	0.69	3,981	10,377	27.7	774,439	1,448,260	34.17	44.29
Financial clerks except bookkeeping, accounting, and auditing clerks	41,603	59,756	0.70	5,922	4,849	55.0	780,361	1,453,109	34.43	44.44
Customer service representatives	46,201	66,185	0.70	12,734	14,596	46.6	793,095	1,467,705	34.99	44.89
Other healthcare support occupations	31,601	45,191	0.70	3,748	1,694	68.9	796,843	1,469,399	35.16	44.94
Agricultural workers including supervisors	29,621	42,212	0.70	579	2,452	19.1	797,422	1,471,851	35.18	45.01
Architects, surveyors, and cartographers	51,638	72,245	0.71	7,567	30,217	20.0	804,989	1,502,068	35.52	45.94
Supervisors, transportation, and material moving workers	45,072	62,656	0.72	808	3,239	20.0	805,797	1,505,307	35.55	46.04
Legal support workers	47,290	65,696	0.72	8,853	5,104	63.4	814,650	1,510,411	35.94	46.19
Entertainers and performers, sports, and related workers	47,223	65,427	0.72	10,264	24,356	29.6	824,914	1,534,767	36.40	46.94
Personal appearance workers	27,820	38,328	0.73	1,454	598	70.9	826,368	1,535,365	36.46	46.96
Retail sales workers, except cashiers	47,844	65,905	0.73	12,353	30,299	29.0	838,721	1,565,664	37.00	47.88
Advertising, marketing, promotions, public relations, and sales managers	76,945	105,766	0.73	51,024	94,888	35.0	889,745	1,660,552	39.26	50.78
Health technologists and technicians	43,340	59,460	0.73	13,797	9,053	60.4	903,542	1,669,605	39.86	51.06
Social scientists and related workers	50,457	68,496	0.74	37,513	37,455	50.0	941,055	1,707,060	41.52	52.21
Other food preparation workers, including supervisors	35,892	48,502	0.74	2,028	4,477	31.2	943,083	1,711,537	41.61	52.34
Judges, magistrates, and other judicial workers	61,801	82,352	0.75	1,511	2,829	34.8	944,594	1,714,366	41.68	52.43
Other production occupations, including supervisors	48,505	64,031	0.76	12,168	34,015	26.3	956,762	1,748,381	42.21	53.47
Aircraft and traffic control occupations	64,954	84,837	0.77	683	17,214	3.8	957,445	1,765,595	42.24	54.00
Art and design workers	44,488	57,953	0.77	16,528	21,842	43.1	973,973	1,787,437	42.97	54.67
Therapists	45,488	59,009	0.77	67,740	20,097	77.1	1,041,713	1,807,534	45.96	55.28
Mathematical science occupations	60,355	77,924	0.77	10,734	19,008	36.1	1,052,447	1,826,542	46.43	55.86
Laborers and material movers, hand	28,042	36,177	0.78	739	3,528	17.3	1,053,186	1,830,070	46.47	55.97
Nursing, psychiatric, and home health aides	36,015	46,168	0.78	6,292	2,765	69.5	1,059,478	1,832,835	46.74	56.05
Media and communications	50,369	64,511	0.78	41,663	42,951	49.2	1,101,141	1,875,786	48.58	57.37
Drafters, engineering, and mapping technicians	42,772	54,198	0.79	2,627	8,344	23.9	1,103,768	1,884,130	48.70	57.62
Communications equipment operators	47,384	59,814	0.79	531	621	46.1	1,104,299	1,884,751	48.72	57.64
Operations specialties managers, except financial managers	70,442	88,560	0.80	53,685	120,493	30.8	1,157,984	2,005,244	51.09	61.33
Child care workers	29,093	36,541	0.80	5,768	929	86.1	1,163,752	2,006,173	51.35	61.35
Other teachers and instructors, education, training and library occupations	40,217	50,248	0.80	27,197	20,451	57.1	1,190,949	2,026,624	52.55	61.98
Life, physical, and social science technicians	37,235	46,419	0.80	4,222	5,527	43.3	1,195,171	2,032,151	52.73	62.15
Life & physical scientists	47,272	58,684	0.81	37,652	72,609	34.1	1,232,823	2,104,760	54.39	64.37
Engineers	61,893	76,814	0.81	28,341	271,576	9.4	1,261,164	2,376,336	55.64	72.68
Supervisors, construction and extraction workers	56,175	69,955	0.81	590	8,570	6.4	1,261,754	2,384,906	55.67	72.94
Registered nurses	57,175	69,862	0.82	111,962	13,101	89.5	1,373,716	2,398,007	60.61	73.34
Metal workers and plastic workers	33,169	40,297	0.82	659	4,444	12.9	1,374,375	2,402,451	60.64	73.47
Law enforcement workers, including supervisors	51,538	62,320	0.83	6,941	30,963	18.3	1,381,316	2,433,414	60.94	74.42
Computer specialists	63,925	76,990	0.83	94,020	275,589	25.4	1,475,336	2,709,003	65.09	82.85
Postsecondary teachers	41,404	49,635	0.83	66,376	70,673	48.4	1,541,712	2,779,676	68.02	85.01
Armed forces	51,511	61,694	0.83	2,399	21,864	9.9	1,544,111	2,801,540	68.13	85.68
Transportation, tourism, and lodging attendants	33,605	40,134	0.84	1,273	1,105	53.5	1,545,384	2,802,645	68.18	85.71
Material recording, scheduling, dispatching, and distributing workers	44,912	53,141	0.85	9,480	21,823	30.3	1,554,864	2,824,468	68.60	86.38
Cooks and food preparation workers	22,640	26,782	0.85	1,051	1,712	38.0	1,555,915	2,826,180	68.65	86.43
Counselors, social workers, and other community specialists	39,607	45,536	0.87	195,378	86,413	69.3	1,751,293	2,912,593	77.27	89.08
Teachers: preschool, kindergarten, elementary and middle school	42,145	48,262	0.87	339,075	118,668	74.1	2,090,368	3,031,261	92.23	92.71
Teachers: secondary school	43,617	49,056	0.89	66,236	60,995	52.1	2,156,604	3,092,256	95.15	94.57
Teachers: special education	42,637	47,562	0.90	23,247	5,242	81.6	2,179,851	3,097,498	96.18	94.73
Librarians, curators, and archivists	41,758	46,316	0.90	54,140	16,321	76.8	2,233,991	3,113,819	98.56	95.23
Religious workers	32,917	36,241	0.91	20,752	100,097	17.2	2,254,743	3,213,916	99.48	98.29
Farmers and farm managers	36,097	38,843	0.93	1,868	10,364	15.3	2,256,611	3,224,280	99.56	98.61
Other protective service workers, including supervisors	50,783	53,930	0.94	4,048	14,213	22.2	2,260,659	3,238,493	99.74	99.04
Driver/sales workers and truck drivers	39,654	40,943	0.97	483	7,917	5.8	2,261,142	3,246,410	99.76	99.29
Electrical equipment mechanics and other installation, maintenance and repair	52,889	54,446	0.97	2,836	20,314	12.3	2,263,978	3,266,724	99.89	99.91
Waiters and waitresses	26,998	26,850	1.01	1,828	1,618	53.0	2,265,806	3,268,342	99.97	99.96
Food and beverage serving workers except waiters/waitresses	29,672	28,288	1.05	724	1,441	33.4	2,266,530	3,269,783	100.00	100.00



Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Professional Degree</b>										
Supervisor and other personal care service workers except child care workers	27,233	66,644	0.41	1,828	1,534	54.4	1,828	1,534	0.49	0.11
Health technologists and technicians	35,245	78,482	0.45	26,465	7,419	78.1	28,293	8,953	7.57	0.63
Nursing, psychiatric, and home health aides	39,670	88,217	0.45	5,016	4,376	53.4	33,309	13,329	8.92	0.93
Secretaries and administrative assistants	32,111	70,383	0.46	4,790	1,125	81.0	38,099	14,454	10.20	1.01
Bookkeeping, accounting, auditing clerks	33,683	70,972	0.47	1,666	860	66.0	39,765	15,314	10.64	1.07
Sales representatives, services, wholesale and manufacturing	62,470	129,980	0.48	4,741	15,799	23.1	44,506	31,113	11.91	2.18
Farmers and farm managers	26,911	55,857	0.48	352	1,957	15.2	44,858	33,070	12.01	2.32
Food and beverage serving workers except waiters/waitresses	19,413	37,450	0.52	265	534	33.2	45,123	33,604	12.08	2.35
Financial managers	77,047	145,170	0.53	3,666	9,436	28.0	48,789	43,040	13.06	3.02
Other healthcare support occupations	29,259	54,290	0.54	5,317	2,339	69.4	54,106	45,379	14.48	3.18
Other office and administrative support	39,941	71,860	0.56	8,116	8,570	48.6	62,222	53,949	16.65	3.78
Accountants and auditors	53,602	94,329	0.57	8,182	20,434	28.6	70,404	74,383	18.84	5.21
Top executive	95,210	166,640	0.57	6,040	33,753	15.2	76,444	108,136	20.46	7.58
Textile, apparel, furnishings workers	20,507	35,820	0.57	587	579	50.3	77,031	108,715	20.62	7.62
Other financial specialists	77,912	134,852	0.58	3,491	12,990	21.2	80,522	121,705	21.55	8.53
Other health diagnosing and treating practitioners, and technical occupations	65,715	111,129	0.59	51,855	162,208	24.2	132,377	283,913	35.43	19.89
Registered nurses	47,810	80,231	0.60	59,305	5,626	91.3	191,682	289,539	51.30	20.28
Other sales and related occupations, including supervisors	53,636	89,583	0.60	7,808	19,129	29.0	199,490	308,668	53.39	21.63
Other teachers and instructors, education, training and library occupations	37,944	62,835	0.61	1,836	1,761	51.0	201,326	310,429	53.89	21.75
Personal appearance workers	21,021	34,454	0.61	6,901	1,291	84.2	208,227	311,720	55.73	21.84
Other management occupations, except farmers and farm managers	66,573	107,989	0.62	23,863	50,083	32.3	232,090	361,803	62.12	25.35
Physicians and surgeons	104,581	168,818	0.62	10,697	352,742	23.3	242,787	714,545	64.98	50.06
Advertising, marketing, promotions, public relations, and sales managers	68,101	109,004	0.62	2,875	6,120	32.0	245,662	720,665	65.75	50.49
Social scientists and related workers	50,252	80,149	0.63	3,070	3,321	48.0	248,732	723,986	66.57	50.72
Business operations specialists	63,750	100,654	0.63	8,845	17,190	34.0	257,577	741,176	68.94	51.93
Other production occupations, including supervisors	33,352	51,476	0.65	2,979	7,087	29.6	260,556	748,263	69.74	52.42
Building and grounds cleaning and maintenance occupations	20,622	31,722	0.65	1,922	3,352	36.4	262,478	751,615	70.25	52.66
Information and record clerks, except customer service representatives	33,714	51,802	0.65	3,259	2,411	57.5	265,737	754,026	71.13	52.83
Architects, surveyors, and cartographers	50,271	76,083	0.66	2,260	12,362	15.5	267,997	766,388	71.73	53.69
Lawyers	84,730	127,915	0.66	16,684	478,908	25.8	284,681	1,245,296	76.20	87.24
Legal support workers	54,892	82,353	0.67	5,063	5,832	46.5	289,744	1,251,128	77.55	87.65
Media and communications	57,902	85,474	0.68	3,462	6,314	35.4	293,206	1,257,442	78.48	88.10
Therapists	51,854	76,021	0.68	5,939	4,314	57.9	299,145	1,261,756	80.07	88.40
Cooks and food preparation workers	17,932	26,131	0.69	580	1,075	35.0	299,725	1,262,831	80.22	88.47
Entertainers and performers, sports, and related workers	51,511	72,661	0.71	634	2,175	22.6	300,359	1,265,006	80.39	88.63
Waiters and waitresses	18,361	25,885	0.71	668	719	48.2	301,027	1,265,725	80.57	88.68
Customer service representatives	36,302	50,984	0.71	1,923	1,599	54.6	302,950	1,267,324	81.09	88.79
Financial clerks except bookkeeping, accounting, and auditing clerks	34,760	48,759	0.71	1,095	584	65.2	304,045	1,267,908	81.38	88.83
Postsecondary teachers	66,698	92,241	0.72	8,571	17,826	32.5	312,616	1,285,734	83.67	90.08
Assemblers and fabricators	24,053	33,170	0.73	769	976	44.1	313,385	1,286,710	83.88	90.15
Mathematical science occupations	78,897	108,080	0.73	1,064	2,323	31.4	314,449	1,289,033	84.16	90.31
Retail sales workers, except cashiers	39,642	54,279	0.73	2,401	4,758	33.5	316,850	1,293,791	84.81	90.64
Life & physical scientists	54,170	73,859	0.73	5,941	10,713	35.7	322,791	1,304,504	86.40	91.39
Life, physical, and social science technicians	39,485	53,243	0.74	538	752	41.7	323,329	1,305,256	86.54	91.45
Operations specialties managers, except financial managers	63,010	84,898	0.74	3,561	7,792	31.4	326,890	1,313,048	87.49	91.99
Metal workers and plastic workers	27,083	36,250	0.75	447	2,501	15.2	327,337	1,315,549	87.61	92.17
Other food preparation workers, including supervisors	31,667	42,338	0.75	691	1,808	27.7	328,028	1,317,357	87.80	92.29
Counselors, social workers, and other community specialists	40,923	54,049	0.76	6,947	5,474	55.9	334,975	1,322,831	89.66	92.68
Cashiers	24,093	31,678	0.76	1,223	904	57.5	336,198	1,323,735	89.99	92.74
Material recording, scheduling, dispatching, and distributing workers	32,363	40,858	0.79	1,700	3,637	31.9	337,898	1,327,372	90.44	92.99
Other protective service workers, including supervisors	47,138	59,427	0.79	985	2,825	25.8	338,883	1,330,197	90.70	93.19
Drafters, engineering, and mapping technicians	43,650	54,747	0.80	378	1,523	19.9	339,261	1,331,720	90.80	93.30
Engineers	59,142	73,870	0.80	744	12,918	5.4	340,005	1,344,638	91.00	94.20
Art and design workers	47,999	59,080	0.81	1,481	2,795	34.6	341,486	1,347,433	91.40	94.40
Librarians, curators, and archivists	45,600	55,291	0.82	2,292	1,245	64.8	343,778	1,348,678	92.01	94.49
Computer specialists	60,735	70,998	0.86	3,835	12,712	23.2	347,613	1,361,390	93.04	95.38
Teachers: preschool, kindergarten, elementary and middle school	41,739	48,528	0.86	11,653	5,275	68.8	359,266	1,366,665	96.16	95.75
Law enforcement workers, including supervisors	52,137	60,353	0.86	1,280	5,149	19.9	360,546	1,371,814	96.50	96.11
Judges, magistrates, and other judicial workers	89,285	101,916	0.88	5,708	17,907	24.2	366,254	1,389,721	98.03	97.36
Laborers and material movers, hand	26,786	29,905	0.90	547	1,482	27.0	366,801	1,391,203	98.18	97.47
Teachers: secondary school	44,244	48,253	0.92	2,004	2,686	42.7	368,805	1,393,889	98.71	97.65
Religious workers	36,938	39,306	0.94	4,380	28,371	13.4	373,185	1,422,260	99.88	99.64
Electrical equipment mechanics and other installation, maintenance and repair work	44,485	42,261	1.05	430	5,101	7.8	373,615	1,427,361	100.00	100.00

Appendix B. Female-to-male Earnings Ratios for Occupations by Educational Attainment Level -- continued

Educational Attainment and Occupation	Women's mean earnings	Men's mean earnings	Female to male earnings ratio	Number of women	Number of men	Percent of women in occupation	Cumulative number of women	Cumulative number of men	Cumulative percent of women	Cumulative percent of men
<b>Doctoral Degree</b>										
Supervisor and other personal care service workers except child care workers	34,640	93,165	0.37	418	739	36.1	418	739	0.16	0.10
Other healthcare support occupations	31,570	66,844	0.47	546	344	61.3	964	1,083	0.37	0.15
Secretaries and administrative assistants	40,846	85,617	0.48	1,167	657	64.0	2,131	1,740	0.82	0.24
Financial managers	85,830	163,316	0.53	851	2,779	23.4	2,982	4,519	1.14	0.63
Legal support workers	50,056	85,673	0.58	723	865	45.5	3,705	5,384	1.42	0.75
Physicians and surgeons	87,048	147,912	0.59	10,148	35,312	22.3	13,853	40,696	5.31	5.65
Accountants and auditors	55,570	90,418	0.61	1,120	2,458	31.3	14,973	43,154	5.74	5.99
Lawyers	76,796	119,260	0.64	7,825	26,082	23.1	22,798	69,236	8.74	9.61
Other health diagnosing and treating practitioners, and technical occupations	66,578	103,066	0.65	9,373	22,339	29.6	32,171	91,575	12.33	12.71
Other financial specialists	84,213	129,481	0.65	1,047	4,048	20.5	33,218	95,623	12.73	13.27
Health technologists and technicians	52,075	78,590	0.66	1,140	1,883	37.7	34,358	97,506	13.17	13.53
Therapists	54,981	82,004	0.67	1,701	1,762	49.1	36,059	99,268	13.82	13.78
Media and communications	51,758	75,591	0.68	4,005	7,140	35.9	40,064	106,408	15.36	14.77
Sales representatives, services, wholesale and manufacturing	78,615	114,094	0.69	1,029	5,211	16.5	41,093	111,619	15.75	15.49
Judges, magistrates, and other judicial workers	72,546	104,987	0.69	432	1,150	27.3	41,525	112,769	15.92	15.65
Business operations specialists	73,703	106,049	0.69	6,175	16,324	27.4	47,700	129,093	18.28	17.92
Art and design workers	53,615	76,005	0.71	634	1,542	29.1	48,334	130,635	18.53	18.13
Information and record clerks, except customer service representatives	50,918	72,157	0.71	1,213	2,027	37.4	49,547	132,662	18.99	18.41
Retail sales workers, except cashiers	38,947	54,433	0.72	632	1,833	25.6	50,179	134,495	19.23	18.67
Top executive	106,995	146,915	0.73	6,273	31,526	16.6	56,452	166,021	21.64	23.04
Other office and administrative support	54,502	74,772	0.73	2,618	4,617	36.2	59,070	170,638	22.64	23.68
Advertising, marketing, promotions, public relations, and sales managers	78,877	107,886	0.73	1,422	4,872	22.6	60,492	175,510	23.19	24.36
Other management occupations, except farmers and farm+A60 managers	74,887	101,998	0.73	33,424	76,700	30.4	93,916	252,210	36.00	35.00
Social scientists and related workers	60,973	82,830	0.74	22,287	34,502	39.2	116,203	286,712	44.54	39.79
Operations specialties managers, except financial managers	74,728	100,257	0.75	2,321	8,347	21.8	118,524	295,059	45.43	40.95
Life & physical scientists	53,734	71,812	0.75	33,994	104,432	24.6	152,518	399,491	58.46	55.44
Registered nurses	59,751	79,408	0.75	3,772	759	83.2	156,290	400,250	59.90	55.55
Other sales and related occupations, including supervisors	63,688	84,192	0.76	2,177	7,672	22.1	158,467	407,922	60.74	56.61
Postsecondary teachers	57,235	74,276	0.77	69,278	172,709	28.6	227,745	580,631	87.29	80.58
Life, physical, and social science technicians	53,251	68,754	0.77	1,122	3,162	26.2	228,867	583,793	87.72	81.02
Mathematical science occupations	68,746	87,886	0.78	1,661	5,586	22.9	230,528	589,379	88.36	81.80
Customer service representatives	39,594	50,061	0.79	439	661	39.9	230,967	590,040	88.53	81.89
Other production occupations, including supervisors	64,548	80,761	0.80	1,064	4,236	20.1	232,031	594,276	88.94	82.48
Other teachers and instructors, education, training and library occupations	53,162	65,780	0.81	2,405	3,944	37.9	234,436	598,220	89.86	83.02
Computer specialists	69,972	86,505	0.81	5,637	33,414	14.4	240,073	631,634	92.02	87.66
Librarians, curators, and archivists	50,577	60,218	0.84	1,606	2,123	43.1	241,679	633,757	92.63	87.96
Entertainers and performers, sports, and related workers	60,088	71,197	0.84	908	2,484	26.8	242,587	636,241	92.98	88.30
Counselors, social workers, and other community specialists	46,764	54,664	0.86	4,872	5,978	44.9	247,459	642,219	94.85	89.13
Nursing, psychiatric, and home health aides	63,810	74,428	0.86	724	1,129	39.1	248,183	643,348	95.13	89.29
Teachers: preschool, kindergarten, elementary and middle school	46,209	52,631	0.88	5,638	5,380	51.2	253,821	648,728	97.29	90.03
Engineers	76,501	86,736	0.88	3,118	43,214	6.7	256,939	691,942	98.48	96.03
Religious workers	40,180	44,829	0.90	1,866	24,215	7.2	258,805	716,157	99.20	99.39
Teachers: secondary school	48,410	52,667	0.92	1,614	3,003	35.0	260,419	719,160	99.82	99.81
Material recording, scheduling, dispatching, and distributing workers	53,884	55,199	0.98	479	1,376	25.8	260,898	720,536	100.00	100.00

Source: U.S. Census Bureau, Census 2000.